



National Mediation Board

Fifty-Ninth
Sixtieth
and
Sixty-First

Annual Reports

Including the Report of the
National Railroad Adjustment
Board

95
94
93

For the Fiscal Years Ended September 30, 1993, September 30, 1994 and September 30, 1995

COMPLETED

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Sixtieth
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Annual Reports



National Mediation Board

Including the Report
of the
National Railroad
Adjustment Board

For the Fiscal Years
Ended September 30, 1993,
September 30, 1994 and September 30, 1995

NATIONAL MEDIATION BOARD

Fiscal Years 1993, 1994 and 1995*

Ernest W. DuBester, Chairman

Kenneth B. Hipp, Member

Magdalena G. Jacobsen, Member

Stephen E. Crable, Chief of Staff

Ronald M. Etters

General Counsel

**James E. Armshaw
Director, Development &
Technical Services**

**June D.W. King
Chief Financial Officer**

**Priscilla C. Zeigler
Staff Coordinator/Arbitration**

**Roland Watkins
Senior Hearing Officer/
Legal Counsel**

**Joyce M. Klein
Senior Hearing Officer/
Legal Counsel**

**Mary L. Johnson
Senior Hearing Officer/
Legal Counsel**

**John J. Bavis
Senior Mediator**

**Jeffrey MacDonald
Senior Mediator**

*** Board Members and senior staff as of the date of publication.**



(202) 523-5920

NATIONAL MEDIATION BOARD
WASHINGTON, D.C. 20572

**The President
President of the Senate
Speaker of the House of Representatives**

Sirs:

It is an honor to submit to you the Fifty-Ninth, Sixtieth and Sixty-First Annual Reports of the National Mediation Board (NMB or Board) for Fiscal Years 1993, 1994 and 1995 pursuant to the provisions of Section 4, Second, of Public Law No. 442, 73rd Congress, which was approved on June 21, 1934.

This combined report reviews thirty-six months of the Board's activities pursuant to the Railway Labor Act—the collective bargaining statute that governs labor relations in the rail and air transportation industries. The law provides comprehensive procedures for preserving industrial peace in these vital industries while, at the same time, ensuring the right of employees to organize and bargain collectively through representatives of their own choosing.

An extensive review of the Board's internal operations also was conducted during this period. Numerous productivity improvements were identified and implemented. Assisting this effort was a significant expansion of the agency's automated data programs and the introduction of customer service standards.

Respectfully,

A handwritten signature in dark ink, appearing to read "Stephen E. Crable".

**Stephen E. Crable
Chief of Staff**

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REGISTRY OF BOARD MEMBERS

NAME	ENTERED OFFICE		
Kenneth B. Hipp	05-19-95	Term Exp.	07-01-97
Magdalena G. Jacobsen	12-01-93	Term Exp.	07-01-96
Ernest W. DuBester	11-15-93	Term Exp.	07-01-98
Kimberly A. Madigan	08-20-90	Resigned	11-30-93
Patrick J. Cleary	12-04-89	Resigned	01-31-95
Joshua M. Javits	01-19-88	Resigned	11-14-93
Charles L. Woods	01-09-86	Resigned	01-15-88
Helen M. Witt	11-18-83	Resigned	09-18-88
Walter C. Wallace	10-12-82	Term Exp.	07-01-90
Robert J. Brown	08-20-79	Resigned	06-01-82
Robert O. Harris	08-03-77	Resigned	07-31-84
Kay McMurray	10-05-72	Term Exp.	07-01-77
Peter C. Benedict	08-09-71	Deceased	04-12-72
David H. Stowe	12-10-70	Retired	07-01-79
George S. Ives	09-19-69	Retired	09-01-81
Howard G. Gamser	03-11-63	Resigned	05-31-69
Robert O. Boyd	12-28-53	Resigned	10-14-62
Leverett Edwards	04-21-50	Resigned	07-31-70
John Thad Scott, Jr.	03-05-48	Resigned	07-31-53
Francis A. O'Neill, Jr.	04-01-47	Resigned	04-30-71
Frank P. Douglass	07-03-44	Resigned	03-01-50
Harry H. Schwartz	02-26-43	Term Exp.	01-31-47
William M. Leiserson	03-01-43	Resigned	05-31-44
David J. Lewis	06-03-39	Resigned	02-05-43
George A. Cook	01-07-38	Resigned	08-01-46
Otto S. Beyer	02-11-36	Resigned	02-11-43
John M. Carmody	07-21-34	Resigned	09-30-35
James W. Carmalt	07-21-34	Deceased	12-02-37
William M. Leiserson	07-21-34	Resigned	05-31-39

I. Summary of Activities, Fiscal Years 1993 - 1995

Labor-management relations during the three years covered by these reports reflected economic uncertainty in the airline industry and continued internal restructuring in the railroad industry.

The last round of national bargaining in the railroad industry, most of which was concluded in FY 1993, achieved new agreements. However, settlement of these disputes required the exhaustion of all of the dispute resolution processes available under the Railway Labor Act (RLA or Act), including Presidential Emergency Boards, and Congressional intervention.

Certain major railroad unions publicized their dissatisfaction with Congress' involvement in the settlement of various issues in the last round of negotiations. Certain unions indicated that in the next round of negotiations they may abandon their long-running practice of national bargaining with the largest freight railroads. Some carriers have indicated that they too may not participate in the national bargaining process. The last round of national bargaining involved 11 unions and 98 rail carriers. The carriers were jointly represented by the National Carriers' Conference Committee of the National Railway Labor Conference (NRLC).

Under provisions of the Act, the NRLC and rail unions began direct negotiations over the new round of bargaining in November 1994. Unfortunately, the parties began this round of negotiations in a contentious manner. One major labor organization and the Class I rail carriers litigated whether they should bargain on a "national" or "local" basis. Depending upon the ultimate resolution of this important issue, the Board's small staff and limited resources may be faced with dozens of major cases in the railroad industry alone. No clear answers or projections can be made concerning the future of national bargaining in the railroad industry as the positions of individual rail unions and carriers continue to evolve.

Requests for the Board's services steadily increased in the final months of FY 1995, and requests are expected to continue apace in FY 1996. In addition, there is a pending merger between the Union Pacific and the Southern Pacific. Once consummated, the merger may generate several employee representation disputes involving the crafts and classes of workers at these carriers.

In the airline industry, starting in 1992 and continuing through the early months of 1994, concessionary labor agreements were sought by several carriers including American Airlines, Delta Airlines, Northwest Airlines, Trans World Airlines (TWA), United Airlines and USAir. In some cases, notably TWA and Northwest, management obtained significant concessions and in return unions gained substantial equity stakes in the carriers, plus a role in governing company operations through seats on the boards of directors.

During the mid- and late-1980s when the major carriers aggressively pursued expansion, employees of most regional carriers, especially pilots, viewed their jobs as transitions to higher-paid positions at the larger carriers. However, some major carriers have either eliminated or announced plans to eliminate large jet aircraft service between various cities in favor of substitute service provided by regional feeder carriers, which operate smaller jet or turboprop aircraft. Many unions at the feeder carriers have advanced positions premised upon their members making a career working for the smaller airlines. Accordingly, the difficulty in achieving settlements consequently has increased as these unions seek to improve pay rates and work rules, as well as health and welfare benefits and pensions.

During FY 1993 the Board peacefully resolved 103 labor disputes through mediation of new collective bargaining agreements (see Table 1). The number of requests for mediation during FY 1993 (62) was slightly higher than the previous year (58). Closed cases increased, primarily due to the sizable number of railroad cases that were closed the previous year at the conclusion of national bargaining. Overall, the number of airline and railroad employee representation cases, both received and resolved, were moderately higher in FY 1993 than in FY 1992.

FY 1994 and FY 1995 were notable for increased labor strife on commuter railroads in the New York metropolitan area. Disputes between the Long Island Rail Road and the United Transportation Union led to two emergency boards and a one-day strike before agreements were reached. Disputes between Metro-North Commuter Railroad and eleven of its unions resulted in two emergency boards and remained unresolved at the end of FY 1995. These disputes are discussed in detail in this report.

FY 1994 gave rise to the initiatives associated with the Administration's National Performance Review (NPR) mandate, and the Board devoted significant efforts to surveying the parties it serves and enlisting their help in providing customer service standards and enhanced services to the public. The number of requests for mediation assistance in FY 1994 (59) was similar to the previous year (62). However, the number of cases closed was lower (69 vs. 103) because a significant number of railroad cases were resolved following completion of the 1993 class I freight negotiations in FY 1993. Most

of the parties in these cases had awaited the finalization of national bargaining to assess those results before completing their agreements.

The number of requests for mediation assistance rose dramatically in FY 1995 to 118 largely due to the number of cases filed in the new round of national rail bargaining. The number of airline and railroad employee representation cases received in FY 1994 (103) was about one-third greater than in FY 1993 (73) and dropped back to 1993 levels in FY 1995 (80). The number of cases resolved followed a similar pattern.

The NMB's statutory authority as national mediator for the railroad and airline industries is critical to protecting interstate commerce. Strikes or other interruptions to commerce and transportation services in these industries lawfully may occur, but only after the Board has determined that its mediation efforts have been exhausted. Over 97 percent of the cases presented for NMB mediation have been resolved without any interruption to interstate commerce.

The following pages provide a more detailed account of the Board's actions during this reporting period, including highlights of certain mediation and representation cases.

II. The Railway Labor Act

Railroads have played a major role in the economy of the United States since the mid 19th Century. They were instrumental in settling the western United States, providing a means for the West to transport grain, livestock and other products to eastern markets and receiving manufactured goods in return.

Governmental regulation of railroads began in the late 1800s. For example, several states enacted laws controlling certain aspects of rate setting, and, in 1877, the Supreme Court upheld those states' right to do so. Meanwhile, the Congress was considering ways to curb what some considered excessive powers of railroads.

The First Interstate Commerce Act

In 1887, Congress passed the Interstate Commerce Act, which established the principle that the Federal government had the right to regulate aspects of the economic life of industries vital to the nation's economy. A year earlier the Supreme Court reversed its earlier position on states' rights and held only that Congress could establish the rates of goods traveling by railroad in interstate commerce.

In addition to the problems of rate inequities, the public faced devastating and bloody labor disputes in the rail industry. In 1877, for example, federal troops were brought in to keep the railroads running during a bitter strike that affected most major lines in most parts of the country. The rail strike was caused mainly by repeated wage cuts for workers following an economic depression.

Widespread industrial strife broke out again in 1886, prompting President Grover Cleveland to recommend creation of a voluntary arbitration tribunal to deal with labor-management problems. It was not until two years later, however, when another violent railroad strike occurred, that Congress passed the first arbitration law--the Arbitration Act of 1888--which attempted to deal with labor-management problems in the industry. Congress soon determined that various modifications of this law were required and subsequently passed replacement legislation that included the Erdman Act of 1889, the Newlands Act of 1913, the Transportation Act of 1920 and finally, the Railway Labor Act, as amended.

The Federal government, through the passage of this labor-related legislation, confirmed that railroads were vital to the nation's economic strength and security and also determined that the public should be able to depend on the regular availability of rail service. Labor-management disputes were no longer isolated private matters. This legislation recognized that these disputes represented threats to the national economy and well-being.

Congress Passes the Railway Labor Act

Seven decades later, the Railway Labor Act, enacted in 1926, remains viable, proven legislation. Amendments to the Act in 1934 created the National Mediation Board and established a mechanism for resolving disputes concerning representation of employees. In 1936, the Act was extended to include airlines. In 1981, the Northeast Rail Services Act was passed by Congress and added to the RLA an emergency dispute procedure for resolving labor-management problems on publicly funded and operated commuter passenger railroads which have become increasingly important to the nation's economy.

The primary goal of the Railway Labor Act—administered by the National Mediation Board (Board or NMB)—is to maintain a free flow of commerce in the railroad and airline industries by promptly resolving disputes that could disrupt travel or imperil the economic health of the nation.

Created by an unusual display of unity between railroad management and labor working with legislators, the Act was based on an underlying requirement that both management and labor should exert every reasonable effort to reach agreements. As one former Secretary of Labor told Congress: "The Railway Labor Act embodies the fullest and most complete development of mediation, conciliation, voluntary agreement and arbitration that is to be found in any law governing labor relations."

Purposes of the Act

The Act has five basic purposes:

1. To avoid any interruption to commerce.
2. To ensure an unhindered right of employees to bargain collectively through representatives of their choosing.
3. To provide complete independence of organization by both parties to carry out the purposes of the Act.
4. To assist in the prompt and orderly settlement of disputes covering rates of pay, work rules, or working conditions.

5. To assist in the prompt and orderly settlement of disputes growing out of grievances or out of the interpretation or application of agreements covering rates of pay, rules or working conditions.

The Act imposes affirmative duties on carriers and employees alike. It defines their rights, provides for their protection and prescribes methods for settling various types of disputes. It sets up the procedural machinery for adjusting labor differences.

Duties of the Board

The National Mediation Board is the only federal labor relations agency with jurisdiction over both mediation and employee representation disputes. Its major duties are to:

- (1) Mediate disputes between carriers and organizations representing their employees concerning new agreements or changes to existing agreements affecting rates of pay, rules, and working conditions. These are referred to as "major disputes" and the Board acts after the parties have been unsuccessful in their direct bargaining efforts.
- (2) Ascertain and certify to the carrier the representative of any craft or class of employees after investigation. Section 2, Fourth of the Act states that the "majority of any craft or class of employees shall have the right to determine who shall be the representative of the craft or class" Two types of elections have been held, mail ballot and ballot box. In mail ballot elections each employee appearing on the eligibility list is sent a ballot along with instructions explaining how to cast a secret ballot. In ballot box elections, a staff mediator or team of mediators monitors the voting process. In recent years, the Board has conducted mail ballot elections to eliminate the possibility of coercion or intimidation and to reduce costs. The Board's processes are designed to ensure that each employee has the opportunity to cast a vote in complete privacy.

Resolving Major Disputes

Either party to a collective bargaining agreement may announce its intention to change an existing agreement. The procedure for this action is specified in Section 6 of the Railway Labor Act and, therefore, is referred to as a "Section 6 notice." After the notice is served, the two sides must agree to confer within ten days. The conference or meeting must be held within thirty days of the notice and may continue until a settlement or a

deadlock is reached. During this period and for ten days after conferences end, the Act provides the "status quo will be maintained and rates of pay, rules or working conditions shall not be altered by the carrier."

If negotiations reach a stalemate, either party may request the services of the National Mediation Board in settling the dispute, or the Board, in the national interest, may intercede without invitation. Throughout negotiations, including mediation, the "status quo" remains in effect while the Board retains jurisdiction. The collective bargaining process under the Railway Labor Act is described in Flow Chart A located on page 11.

Mediation—A Success Story

Mediation under the Act frequently is termed mandatory mediation. This does not mean mandatory settlement. Collective bargaining can work only when both parties to a dispute want to make it work. The compulsion to settle lies in the procedures of the Act requiring the parties to keep searching for possible agreements through the mediation process—sometimes longer than a party may deem desirable.

Such procedures are important and productive. The authority of the Board to assume a neutral role in a dispute and to require the parties to refrain from taking independent action detrimental to the nation prevents interruption to commerce. It also encourages the parties to resolve their dispute without crippling the economy.

High Settlement Rate

Since its establishment by Congress under the Railway Labor Act, the National Mediation Board has had a high rate of success in the mediation of contract or "major" disputes. This achievement is a tribute to the effectiveness of the Act as well as to the work of a series of Board Members, staff mediators, and support staff.

The overall success in maintaining relative stability in these two essential industries is somewhat remarkable considering that each mediation case is different. No set formula can be applied. The approach must be tailored to the issues involved, the time and circumstances of the dispute, and to the parties involved. Defining the approach in each case tests the skills, talents, and patience of the mediator. Extensive knowledge of the industries and experience gained over the years by Board Members and staff are key to the Board's success.

Voluntary Arbitration

When the mediatory efforts of the Board have been exhausted without reaching a settlement, the law requires that the Board urge the parties to voluntarily submit any issues remaining in dispute to arbitration for final and binding settlement.

If either party declines, arbitration does not go forward. If both parties accept the "proffer" of arbitration, the Act provides a comprehensive process for the conduct of the arbitration proceeding. The Board has always believed that arbitration of disputes not settled by mediation has been underutilized.

If the Board determines that further mediation will not help the parties resolve their dispute and the proffer of arbitration is rejected by either party, a 30 day countdown, commonly called a "cooling-off" period, begins. During this period, the parties must maintain the status quo and refrain from self-help. Self-help may take the form of a strike, lock-out or unilateral change in terms and conditions of employment.

Emergency Boards

Section 10 of the Act provides that, during the cooling-off period, if the NMB determines the dispute threatens "substantially to interrupt interstate commerce to a degree such as to deprive any section of the country of essential transportation services," it shall notify the President, who may, in his discretion, "create a board to investigate and report respecting such dispute."

If the President creates an emergency board—usually consisting of three persons—that board has thirty days to investigate the dispute and report its findings. After formation of an emergency board, and for 30 days after the board has submitted its report to the President, the status quo must be maintained. While the parties are not required to accept the recommendations of an emergency board, the framers of the Railway Labor Act expected that public opinion would play a strong role in forcing labor and management to abide by the recommendations of such boards, or to use them as the basis for reaching a peaceful settlement of their dispute.

Through FY 1995 there were 209 presidentially-appointed emergency boards established under Section 510 of the Act. Nearly 85 percent of all of these boards, commonly called "Section 10" boards, dealt with disputes in the railroad industry. Use of such boards has declined dramatically over the years. For example, from 1940 through 1949, 72 Section 10 presidential emergency boards were created. In contrast, during the 1960 through 1969 period, only 51, and from 1980 through 1989 there were only 14. One Section 10 board was established in FY 1993, one in FY 1994, and none in FY 1995.

Since the National Mediation Board was established in 1934 under the Railway Labor Act, only 33 Section 10 emergency boards have been created to deal with airline disputes. Because collective bargaining resolves most disputes in the airline industry, there has not been an airline emergency board appointed by the President since 1966. When direct negotiations between the parties fail to produce an agreement, the dispute resolution process required under the Act has been successful in minimizing the number of potential and actual strikes in the two industries.

In 1981, Congress added a separate emergency dispute resolution procedure for publicly owned and operated commuter railroads through passage of the Northeast Rail Service Act (Public Law 97-35). This legislation added Section 159a to the Railway Labor Act. Under this section, if a dispute involving one of these carriers is not resolved under the mediation and arbitration sections of the Act, any party to the dispute, or the governor of a state where the carrier provides service, may request the President to establish up to two successive emergency boards under Section 159a. The President is required to establish an emergency board upon such a request. The first board investigates and reports in a manner similar to Section 10. When after the first board's report the dispute is not resolved, and a second board is necessary, the second board is charged with selecting the "most reasonable offer." These commonly are called "Section 9A" emergency boards. Section 159a effectively provides an extended emergency dispute procedure during which time the status quo must be maintained by the parties. The Section 9A process is described on Flow Chart B at page 12. No Section 9A emergency boards were established during FY 1993; two were established in FY 1994; and two were established in FY 1995.

Representation Disputes

The NMB is responsible for resolving the highly charged disputes among employees regarding whether they will be represented for collective bargaining purposes and, if so, by which representative. Such disputes among employees are characterized as representation disputes.

Under the RLA, employees in the airline and railroad industries, or those institutions acting on their behalf such as labor unions, may invoke the Board's services to investigate and resolve representation disputes. Flow Chart C, on page 13, summarizes the principal steps in the NMB's investigation of representation disputes.

Minor Disputes

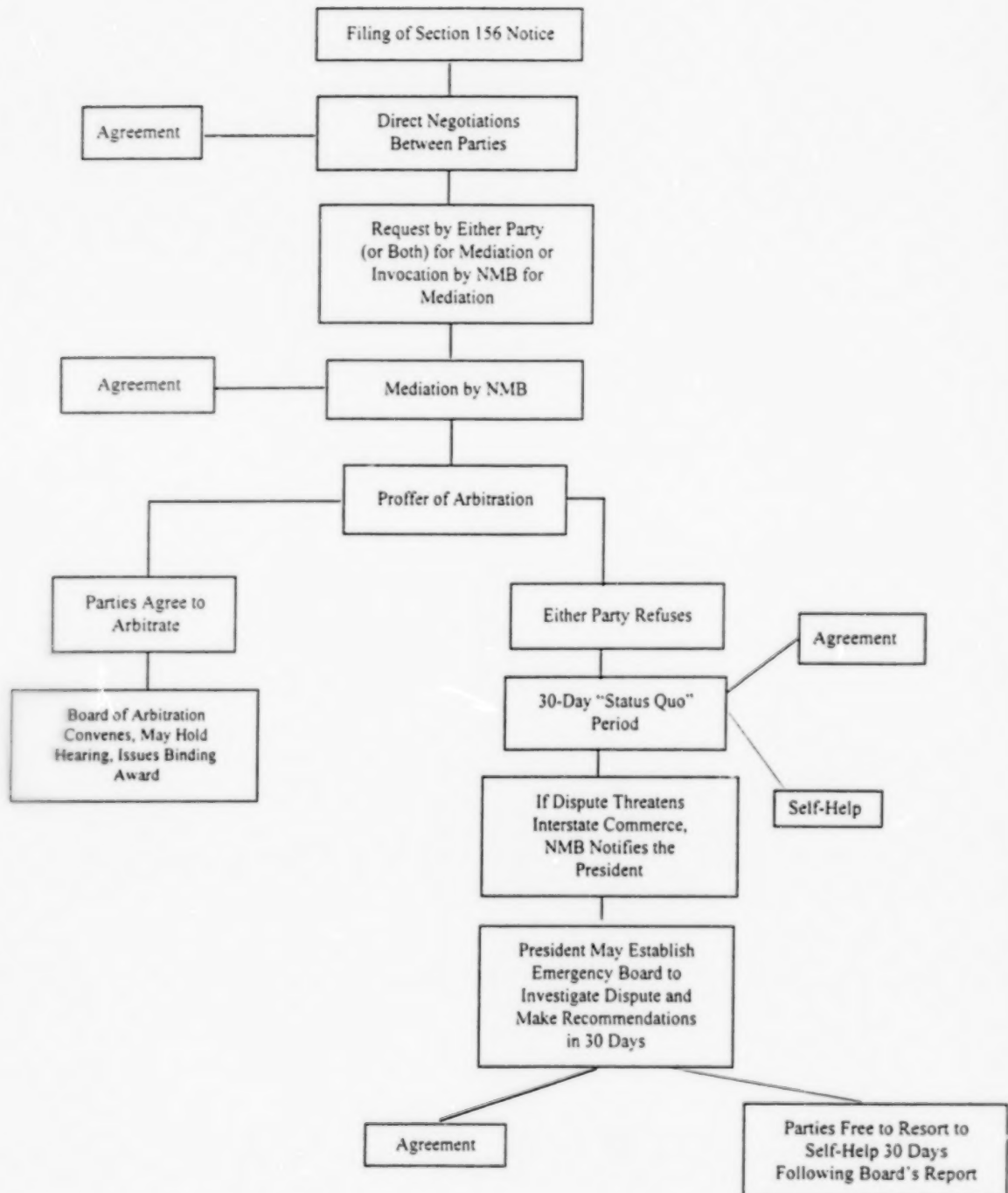
Minor disputes arise when individual carriers and employees disagree over the interpretation and application of existing contracts. The Act provides processes and machinery for resolving these disputes, chiefly through arbitration, in both industries and under the National Railroad Adjustment Board (NRAB). Functions of the NRAB and other arbitration mechanisms are explained in other sections of this report. Flow Chart D, on page 14, describes the grievance machinery for railroads under the Railway Labor Act.

Summary

Railroads were the first companies to be governed by federal labor legislation. Now there has been over a century of experience with federal assistance. The Railway Labor Act, which was enacted by Congress in 1926, has adapted well to handling two separate industries—railroad and airlines. Railroads negotiate on both a national and local basis, covering most major carriers and many unions. By contrast, airlines bargain independently with unions on a system wide basis.

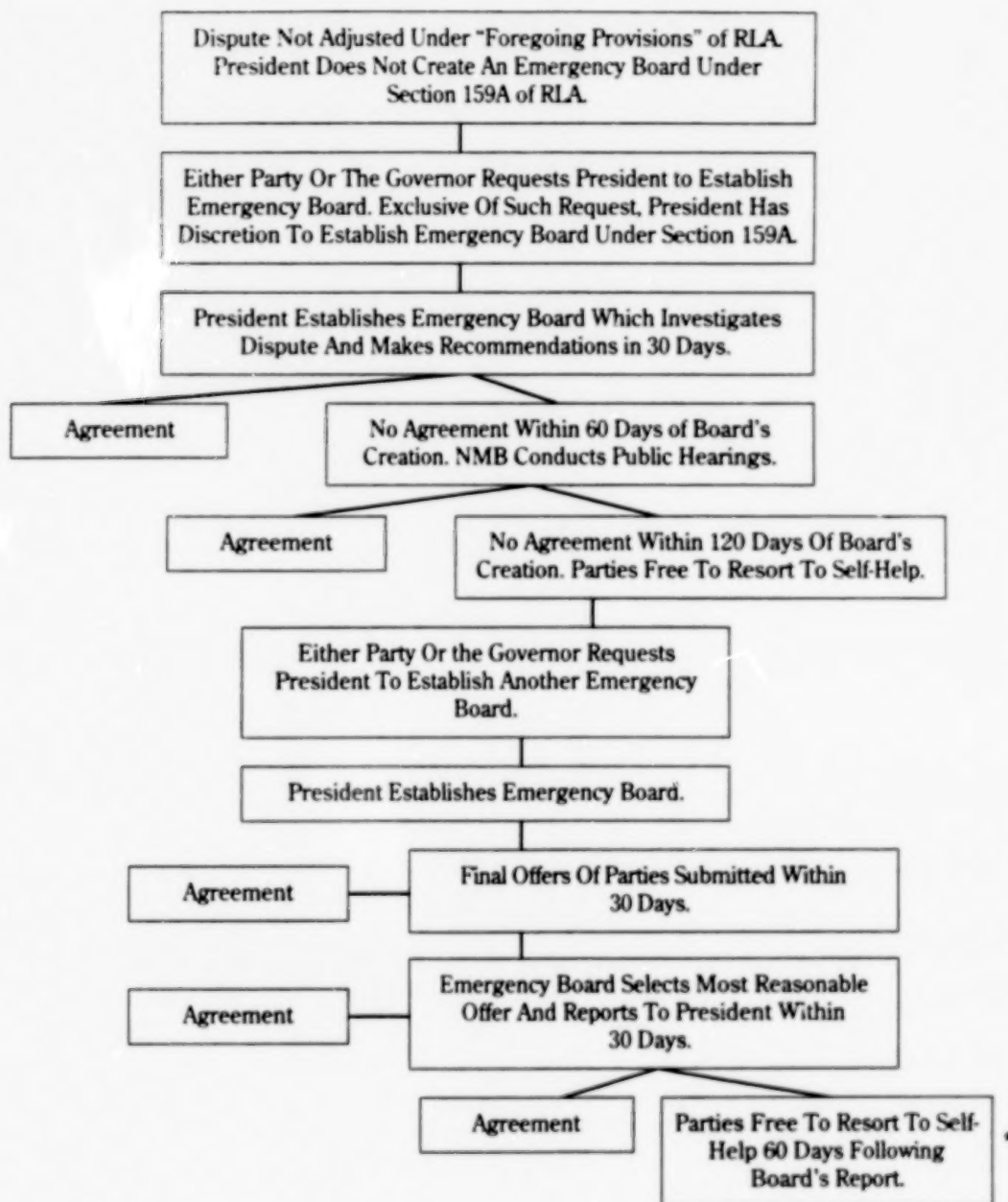
Mediation is used when unresolved issues and situations come to a head in disputes. It is designed to prevent the parties from engaging in work stoppages which interrupt the flow of people, goods, and services. The result has been peaceful settlement of literally thousands of potentially volatile issues without strikes.

Collective Bargaining Process Under the Railway Labor Act



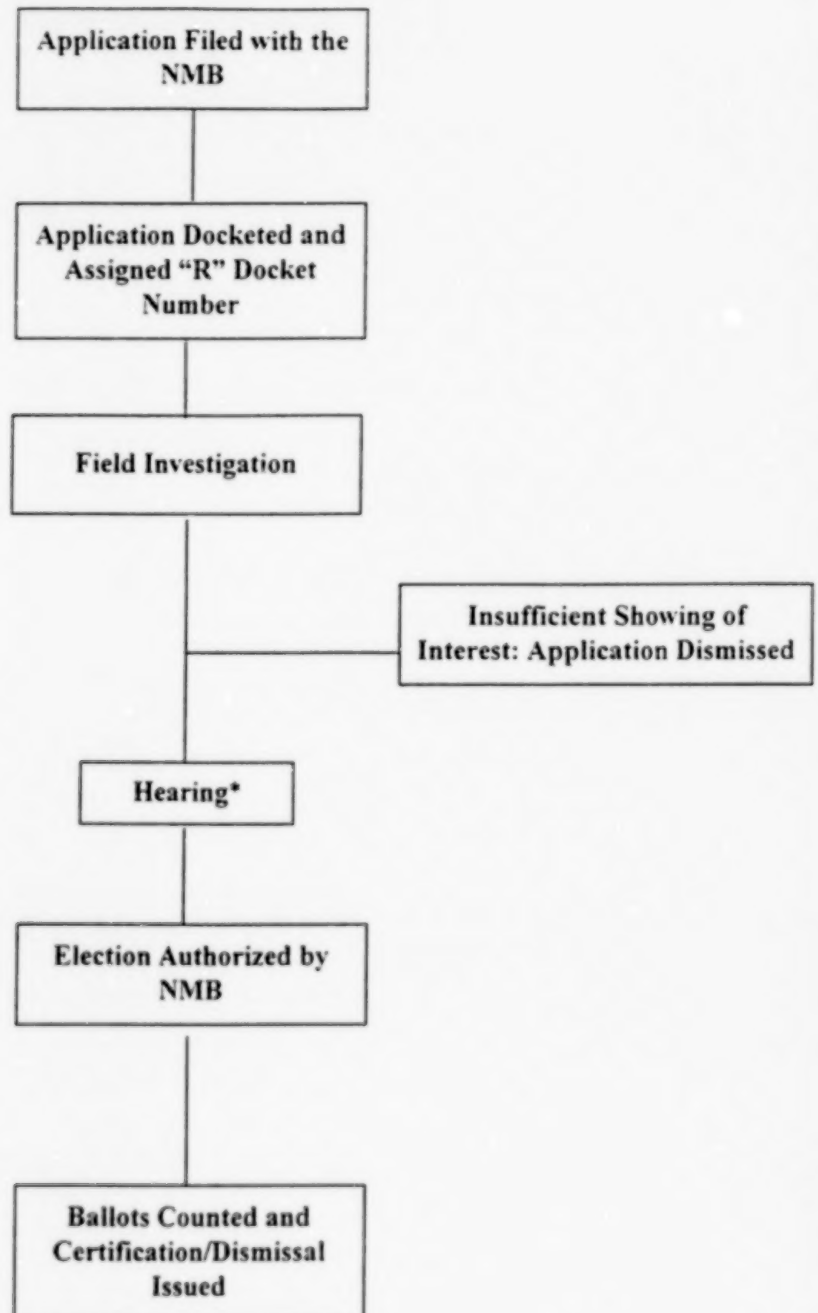
Process Under Section 159A of the Railway Labor Act

(Publicly Owned and Operated Commuter Railroads)



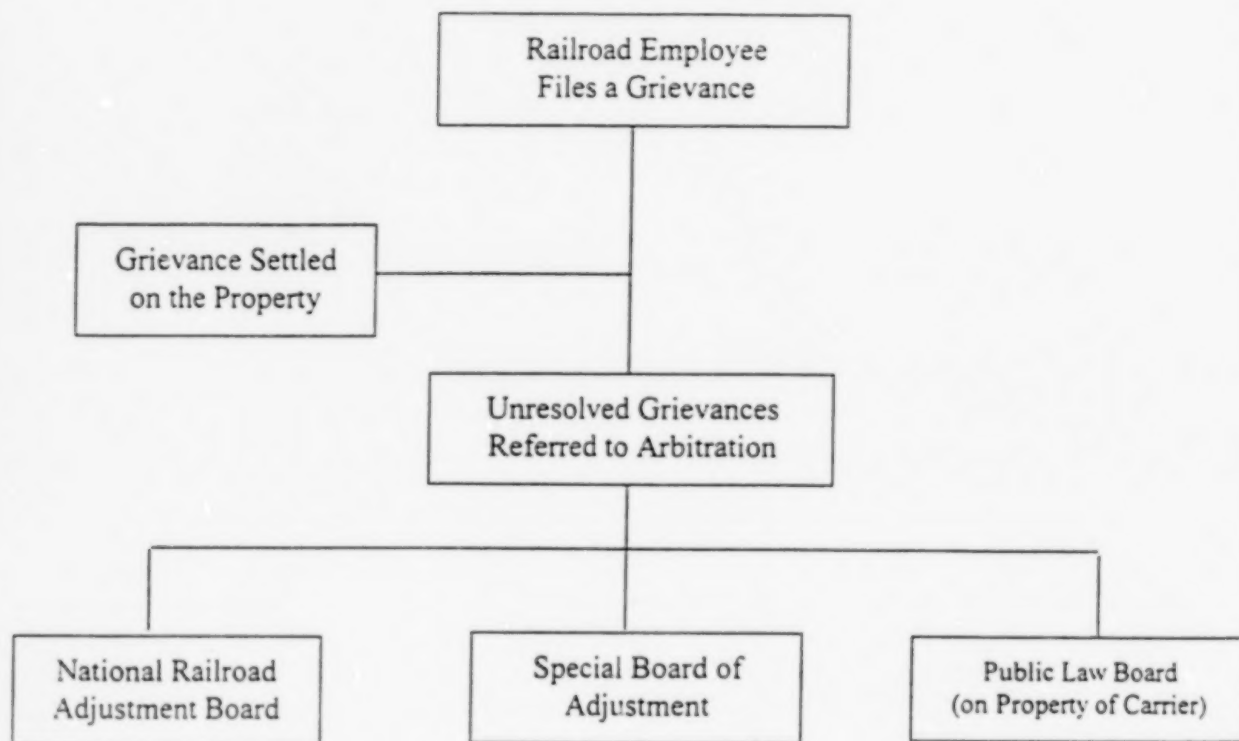
* If emergency board selects carrier's final offer and employees strike, employees ineligible for railroad unemployment benefits during period of strike. If emergency board selects employees' final offer, which carrier refuses to accept, carrier ineligible for strike benefits from any agreement between carriers should employees strike.

Representation Procedure Under the Railway Labor Act



*Conducted only when determined by the Board to be necessary.

Grievance Machinery for Railroads Under the Railway Labor Act



III. Organization and Finances of the National Mediation Board 1993-1995

The National Mediation Board is comprised of three members appointed by the President with the advice and consent of the U.S. Senate. The members' terms of office are for three years with the exception of members appointed to fill a vacancy of an unexpired term. Terms are staggered so that on July 1 of each year one of the three terms expires. A member may stay in office after the expiration of his or her term until a successor has been appointed and entered office. No more than two members may be of the same political party. The Railway Labor Act requires that the Board annually designate one member to serve as its chair.

Subject to the Board's direction, administration had been the responsibility of the Executive Director. As part of the Board's reorganization under the National Performance Review, that position was eliminated in August 1995, and the agency's management became focused in a new position, the Chief of Staff. The agency maintained an average of 54 employees during this three year period, including 15 mediators stationed throughout the country. After consolidation of most of the Board's administrative support for Section 153 matters at its new headquarters, some NMB employees likely will remain in Chicago to provide administrative support for the National Railroad Adjustment Board, which is headquartered there.

The Board's two principal functions are mediating contract disputes over rates of pay, rules or working conditions and making determinations regarding the choice of employee representatives. The Board has many other duties, which include the following: liaison with rail and airline labor/management representatives; legal activities involving the agency, including litigation and liaison with the Department of Justice; notification to the President when significant major disputes arise that are not likely to be resolved through mediation or arbitration; interpretation of agreements reached in mediation; appointment of neutral referees and arbitrators as required by law; administrative and legal support to the National Railroad Adjustment Board; and keeping the news media and general public informed of the Board's programs and activities.

National Mediation Board staff mediators are well experienced in the field of labor-management relations. Except for the substitution of education provided under Civil Service procedures, applicants for a mediator position must have had six years of experience in making or interpreting labor agreements or in mediating between or negotiating with management and employee representatives in application of labor agreements. This experience must show that the applicant has been a responsible

participant in the negotiation or mediation of labor agreements involving difficult matters or has assisted in the resolution of large and complex issues in the field.

NMB Financial Statement FY 1993

In fiscal year 1993, the Congress appropriated \$7,807,000 pursuant to the authority conferred by the Railway Labor Act as follows:

<u>Expenses and obligations</u>	<u>1993 Actual</u>
Personnel compensation	\$4,609,000
Personnel benefits	548,000
Benefits for former personnel	49,000
Travel and transportation of persons	457,000
Transportation of things	9,000
Rental payments to GSA	638,000
Other rent, communications and utilities	200,000
Printing and reproduction	27,000
Other services	522,000
Supplies and materials	94,000
Equipment	428,000
Unobligated balance, lapsing	<u>226,000</u>
Total	\$7,807,000

NMB Financial Statement FY 1994

In fiscal year 1994, the Congress appropriated \$8,657,000 pursuant to the authority conferred by the Railway Labor Act as follows:

<u>Expenses and obligations</u>	<u>1994 Actual</u>
Personnel compensation	\$5,106,000
Personnel benefits	597,000
Benefits for former personnel	9,000
Travel and transportation of persons	504,000
Transportation of things	13,000
Rental payments to GSA	697,000
Other rent, communications and utilities	124,000
Printing and reproduction	52,000
Other services	582,000
Supplies and materials	72,000
Equipment	203,000
Unobligated balance, lapsing	<u>698,000</u>
Total	\$8,657,000

NMB Financial Statement FY 1995

In fiscal year 1995, the Congress appropriated \$8,499,000 pursuant to the authority conferred by the Railway Labor Act as follows:

<u>Expenses and obligations</u>	<u>1995 Actual</u>
Personnel compensation	\$5,382,000
Personnel benefits	608,000
Benefits for former personnel	25,000
Travel and transportation of persons	524,000
Transportation of things	16,000
Rental payments to GSA	703,000
Other rent, communications and utilities	154,000
Printing and reproduction	44,000
Other services	481,000
Supplies and materials	100,000
Equipment	125,000
Unobligated balance, lapsing	<u>340,000</u>
Total	\$8,499,000

IV. NMB Customer Service Program

Overview of Agency Programs

For over 60 years, NMB programs under the Railway Labor Act (RLA) have provided an integrated dispute resolution process that effectively has met the goal of minimizing work stoppages in the airline and railroad industries. Over 97 percent of the collective bargaining disputes mediated by the NMB have been resolved without strikes or other interruptions of commerce. NMB programs include mediation services, emergency dispute procedures, employee representation proceedings and arbitration services.

Broad-based customer support for the NMB's programs has both an historical basis and current confirmation. The RLA was enacted essentially as drafted by the labor-management parties in the railroad industry, and subsequently the airline industry was brought under the Act with similar accord. Strong support for the RLA's programs continues as demonstrated in part by the December 1994 Report of the Commission on the Future of Worker-Management Relations, which found:

Despite differences of interest and experience, the major representatives of labor and management governed by the Railway Labor Act responded unanimously that this Commission should not recommend any changes to the Act.

Under the RLA, disputes between carrier employees and their employers are considered either "major disputes," involving the formation or change of collective bargaining agreements or "minor disputes," involving employees' grievances or the interpretation of agreements. Only "major disputes" can lawfully lead to strikes; "minor disputes" are subject to compulsory arbitration. Where there is a "major dispute," strikes or other interruptions to commerce lawfully may occur only after the Board has determined, in writing, that its mediation efforts have been exhausted. Such agency discretion and mediation expertise ensures that bargaining disputes rarely escalate into disruptions of commerce.

When a strike becomes unavoidable, the NMB, through the Act, manages the final progression of the dispute to minimize impact on commerce. In addition, the NMB determines, and notifies the President, if a collective bargaining dispute threatens to interrupt essential transportation services. When so notified by the NMB, the President may appoint an Emergency Board under the RLA which temporarily prevents the work stoppage and provides a public report on potential resolutions of the dispute.

In recent years, negotiations involving the airlines and railroads increasingly have been contentious, requiring specialized mediation expertise and the direct involvement of the NMB Members. The NMB, and the unique "gatekeeper" authority it possesses under the RLA, ensures that collective bargaining rights are harmonized with the statutory objective of avoiding interruptions to the nation's critical transportation services.

Both historically and currently for purposes of labor negotiations, employees in the airline and railroad industries have chosen to be represented collectively in far higher proportions than employees in the rest of U.S. industries. Over 60 percent of the approximately one million employees in those industries are represented by labor organizations. The comprehensive RLA dispute resolution process permits the NMB to benefit from its mediation experience when it determines the proper structure for employee representation under the RLA. This integrated process, in turn, facilitates the resolution of collective bargaining matters under the NMB's mediation authority.

The importance of the RLA's dispute resolution system, which has minimized disruptions in the air and rail industries, is born out by a Department of Transportation (DOT) study finding that a nationwide rail strike would, in 1992 dollars, halt the flow of over one billion dollars of freight shipments per day and result in layoffs of over one million workers. As the DOT study found, a railroad strike "would force many industrial operations to curtail or cease production immediately." Another DOT study concluded that a strike of "even a few days" at a single major carrier such as Conrail would "cause significant disruptions in manufacturing and shipping operations" as well as "shutdowns and massive layoffs in many industries" in a longer strike.

The brief national railroad strike in 1991 demonstrated the sensitivity of the U.S. economy to transportation disruptions due in part to the "just-in-time" inventory policies now critical to many industries. Domestic movements of major military components have been identified by the Department of Defense as being largely limited to transportation by railroad.

Labor disruptions in the airline industry, particularly at multiple carriers, could imperil the expeditious transportation of persons and material which the country's economic system depends upon. In addition, our national defense capabilities rely on U.S. airlines participating in the Civil Reserve Air Fleet and providing military charter services.

Customer Service Commitment and Highlights of Achievements

Consistent with the President's Executive Order of September 11, 1993 (No. 12862), the NMB is committed to providing quality services. In 1994, representatives of the NMB's labor/management customers met in seven focus groups to develop a statement of their needs for NMB services. The independent report of the customers' preferences, which

was developed by the focus groups, formed the basis of the NMB's Customer Service Plan and Standards. The independent report of the focus groups also led to continued agency evaluation of the internal structure. To that end, the Board is continuing its internal review process and has begun its internal restructuring.

The NMB issued nine internal "report cards" during fiscal year 1995, the first year the customer service plan was in effect, regarding the agency's achievements under the plan. These internal reports compare the customers' stated objectives with actual agency performance and have been used to focus the NMB's priorities.

Since our customers have a general interest in expediting the agency processes, a number of the standards relate to the speed at which the NMB acts in response to matters filed with the Board. The graphic and other data that follow reflect a real culture change in NMB case handling. For example, the prompt assignment of investigators in representation cases is a priority under the Customer Service Plan. During the October 1994 through January 1995 start-up period, the average time required to assign a mediator was over seven business days. However, by the end of September 1995, the cumulative average assignment time had dropped to only 2.3 business days.

Over 97 percent of all mediation applications are now responded to within three business days. Furthermore, the response time was reduced to a cumulative average of less than seven-tenths of a day for fiscal year 1995. During FY 1994 the average response time was 2.4 calendar days.

The NMB also had success in meeting one of the most difficult customer service standards—the timely final resolution of representation cases. Based on our customers' requests for expediting these matters, the Board set an optimal goal of completing 90 percent of the cases within 90 calendar days (delegated level). Representation cases received during fiscal year 1995 were completed in an average of just over 70 days per case, with more than 82 percent completed in less than 90 days. In fiscal year 1994, the average time required to complete a representation case was over 98 days.

Similar progress has been made in expediting payments to arbitrators who under Section 3 of the RLA resolve minor disputes in the railroad industry. Over 87 percent of all arbitrator vouchers received from have been processed within 14 days of the receipt. The overall cumulative average time for payment during fiscal year 1995 was just 9.3 calendar days.

Program Breakdown of Customer Service Achievements

The NMB's customers, through the focus groups that led to the 1994 Customer Service Plan, identified certain performance goals for improving NMB services. Those goals established the NMB's service priorities that are being implemented by objective commitments made to the NMB's customers. The performance goals and the agency's achievement of those goals through fiscal year 1995 are detailed below. A brief summary of NMB reinvention initiatives under the National Performance Review (NPR) process are also provided.

Mediation Cases

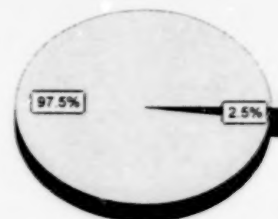
The NMB's proactive approach to NPR and reinvention principles has led to higher levels of quality and efficiency. The Board has implemented key proposals developed by the labor/management focus groups. The agency has mounted a series of intensive internal reviews with its employees, and has sought broad-based recommendations for improvement from labor, management and neutrals. Measures to ensure that the mediation process remains attuned to customer requirements through regular contacts with customer representatives are in place.

In order to streamline information transmission and reduce costs, communications support for the NMB's geographically dispersed staff of mediators has been upgraded by efficient technology. Board mediators have been professionally empowered and have substantial discretion in applying various mediation approaches which the cases may require. NMB mediation services may be invoked by a simple one-page form and they otherwise involve a minimal administrative burden on the public.

Because the progression of mediation is customer-driven and case specific, the labor/management focus groups identified only limited measurable case processing goals for NMB mediation cases. However, the NMB has engaged in a continuing process to develop further benchmarks for effective mediation services. In addition, the Board has actively solicited voluntary customer satisfaction responses from the labor-management parties to aid its efforts to attune NMB mediation assistance to the needs and priorities of its customers.

Performance Goal: Mediation applications will be responded to within three business days following receipt by the NMB.

Achievement: During FY 1995, the average time from the receipt of an application until an NMB response was less than one business day. Over 97 percent of the applications were responded to in three days or less. During FY 1994, the average response time was 2.4 calendar days.

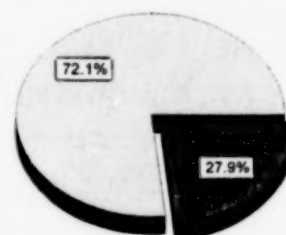


Representation Cases

The NMB is actively applying the principles of the Administration's National Performance Review to the representation process by delegating additional certification and dismissal actions to the staff level, implementing time deadlines detailed in the Board's Customer Service Plan, further automating the NMB balloting system, and reevaluating the entire representation process based upon the recommendations of the Board's customers. In addition, the NMB has assisted other agencies at the state and federal level regarding advances in automated mail balloting procedures.

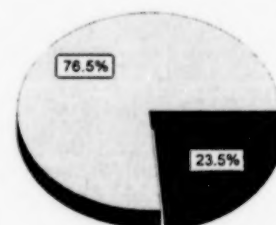
Performance Goal: Representation applications will be responded to within three business days following receipt by the NMB.

Achievement: During FY 1995, the NMB has responded to representation applications in an average of 2.9 business days from receipt of an application. Over 72 percent of the applications were responded to within three business days.



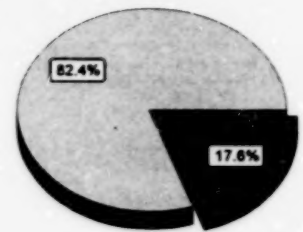
Performance Goal: An NMB investigator will be assigned to investigate representation cases within five business days of docketing.

Achievement: In FY 1995, the average time from docketing until the assignment of an investigator for representation cases was 2.3 business days. The average had been 7.3 days during the start-up period under the customer service plan. A hearing officer was assigned to each case upon receipt of the application. In 76.5 percent of the cases, an investigator was assigned within five business days.



Performance Goal: At least 90 percent of representation cases not involving a participant's request for Board-level action will be completed within 90 calendar days of docketing.

Achievement: During FY 1995, the representation cases resolved at the delegated handling level averaged 70.3 calendar days from docketing to completion. Over 82 percent of those cases were completed within 90 days of docketing. Over 96 percent of delegated representation cases were completed within 100 days. During FY 1994, the average completion time for representation cases was 98.3 days per case.



Performance Goal: In at least 90 percent of representation cases involving a participant's request for Board-level action, the NMB staff will submit a recommendation to the Board within 180 calendar days of docketing and the Board will respond within an additional 30 calendar days.

Achievement: During FY 1995, staff recommendations were submitted to the Board in an average of 71.4 calendar days following docketing. The Board responded to those recommendations in an average of 4.8 calendar days. All (100 percent) of the staff recommendations and Board responses have been completed within the 180-day and 30-day goals.

Performance Goal: An updated NMB Representation Manual will be made available to the public during fiscal year 1995.

Achievement: An improved Representation Manual version, with all previously approved revisions incorporated, was made available to the public in February 1995. A fully revised Manual was issued on September 29, 1995.

Arbitration Services

During FY 1995, the NMB applied NPR efficiency principles to this program area. For example, the Board worked with the labor/management parties to expand the use of more efficient case resolution methods, such as precedent-setting boards, expedited arbitration, grievance mediation, and prioritizing cases by issue. A time limit was imposed on arbitrators which required that all proposed decisions be issued within six months from the hearing. This approach resulted in an increase in the timeliness of arbitration decisions and a reduction in the volume of pending cases.

The recent automation of the NMB's administrative procedures empowered employees to accomplish more with less. The arbitrators were converted from federal (WAE) employees to independent contractors; federal employees handling arbitration services were reduced from 64 to 7 (89 percent reduction); and the square footage of office space was reduced from 42,000 to under 4,000 square feet (90 percent reduction).

Although the NMB has no control over the number of cases submitted to arbitration, over the past several years more cases have been resolved than submitted. At the end of FY 1992 there were almost 12,000 cases pending in the railroad industry. As shown on the following table, that number has been steadily declining.

RAILROAD ARBITRATION CASES

	1992	1993	1994	1995
Cases Received	7,755	4,612	5,318	5,345
Cases Resolved	6,951	5,435	5,954	6,054
Cases Pending	11,736	11,006*	10,370	9,661*

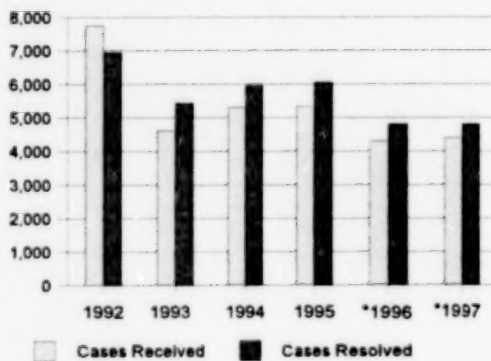
*Computer Adjustments Occurred in 1993 and 1995

Performance Goal: At least two training/orientation opportunities were made available to the parties by the end of FY 1995 regarding methods to reduce the volume of railroad grievance cases pending resolution.

Achievement: The NMB sponsored a comprehensive grievance mediation seminar in August 1994 at which a substantial number of the parties' representatives attended. In September 1994, February 1995, May 1995, and September 1995, NMB representatives provided information and guidance on facilitating case resolution to the members of the labor/management Section 3 Committee. The NMB's Section 3 Task Force has met with ten key carriers and a number of labor organizations to provide information regarding facilitated approaches for railroad arbitration.

In addition, the NMB's staff provided extensive technical assistance to members of the National Railroad Adjustment Board (NRAB) on automated data processing enhancements for expediting the final completion of NRAB cases. All of these NMB initiatives fostered the reduction of Section 3 arbitration cases pending resolution.

RAILROAD ARBITRATION CASES



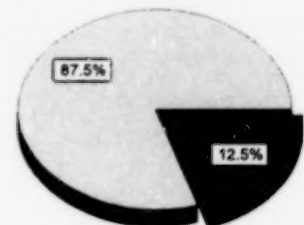
*Projected



*Projected

Performance Goal: Arbitrators compensated by the NMB will be sent their payment within 14 days following the NMB's receipt of an appropriate voucher.

Achievement: During FY 1995, arbitrators serviced by the NMB were sent their checks in an average of 9.3 calendar days from the NMB's receipt of their completed vouchers. A check was issued within 14 days in over 87 percent of the vouchers processed.



V. Review and Highlights of Case Records

Under the Railway Labor Act the National Mediation Board has the responsibility for conducting elections where airline or railroad employees seek a collective bargaining representative and for mediating collective bargaining disputes. The NMB has successfully mediated disputes without disruption of interstate commerce over 97 percent of the time. The Board closed over 250 mediation cases during the FY 1993-1995 period. At the close of FY 1995 the Board had 31 pending airline and 119 railroad mediation cases.

Mediation

Railroads: By the end of FY 1992 most of the major railroads had concluded agreements with their labor organizations through national bargaining, and employee wages and work rules were set through FY 1994.

Although there were no rail strikes in FY 1993, activity in the rail industry centered around disputes not covered by national bargaining. For example, a major dispute developed at this time between the UTU and the Burlington Northern Railroad (BN) over 3,600 members working on the "northern tier lines." The UTU argued that the northern tier lines which had not participated in national bargaining, were not subject to the imposed agreement's provision for two-man crews (a Conductor and Engineer) under which the southern two thirds of the railroad now worked. The UTU filed suit in U.S. District Court and then dropped the suit, electing to mediate rather than to litigate a settlement. Mediation resumed on May 28, 1993, and an agreement was reached following 14 consecutive days of intense bargaining mediated by the Board Chairman. The agreement allowed the BN to operate freight trains on the northern tier lines with only a Conductor and Engineer. It also included a separation allowance of up to \$80,000 to those employees who voluntarily agreed to leave service during the first 30 days of the new agreement. Subsequently, the Burlington Northern reached agreements with the International Brotherhood of Electrical Workers (IBEW), the Transportation Communications International Union (TCU) and the Sheet Metal Workers International Association (SMWIA) over the northern tier lines. The International Association of Machinists and Aerospace Workers (IAM&AW) also reached agreements with the Southern Pacific and the Missouri Pacific Railroads in FY 1993.

Successfully mediated railroad cases in FY 1994 included disputes between the Grand Trunk Western Railway Company and the Brotherhood of Maintenance of Way Employees (BMWE); Union Pacific Railroad and the Brotherhood of Locomotive Engineers (BLE); and the CSX Transportation, and the TCU. While these agreements generally followed the national pattern, the Illinois Central and the UTU reached agreement through mediation outside the framework of national bargaining.

During FY 1994 two strikes occurred, one on the Soo Line, a freight railroad, and the other on the Long Island Rail Road (LIRR), one of the nation's largest commuter lines. The LIRR strike

is discussed below in the section addressing commuter railroads. The Soo Line Railroad, headquartered in Minneapolis, has 4,000 employees who work under various union contracts. The carrier is a U.S.-based unit of CP Rail System, whose parent company is Canadian Pacific, Ltd. The UTU is the collective bargaining representative for the Soo Line's 1,100 Conductors and Trainmen. The UTU was the last of 17 unions to reach agreement with the carrier dating back to 1988. Following protracted negotiations, mediation by the NMB and a 30-day cooling-off period, the UTU struck the Soo Line on July 13, 1994 and started a 47 day strike, the second longest in the past 14 years. Crew consist and wages were the main issues. While the strike was contained on the Soo Line it was not considered of sufficient magnitude to cause a national emergency. As the strike continued, UTU threatened to expand the strike to other carriers. To prevent expansion of the strike, on August 29, 1994 the President established PEB No. 225 to investigate the dispute. Strikers were required to return to work for 30 days while the emergency board conducted its investigation. After the emergency board issued its report, an agreement was reached in mediation. The settlement was patterned after settlements between the UTU and the national freight rail carriers and provided for a two man crew and a voluntary buy-out.

Significant achievements in FY 1995 railroad mediation cases included tentative agreements with the largest union in the rail industry and averting two serious strike threats. First, the BMW threatened to strike against Consolidated Rail Corporation (Conrail) in late March of 1995. Expressing dissatisfaction with progress in negotiations over a replacement contract with Conrail for one that became amendable at the start of the year, the BMW threatened to strike on April 1, 1995. Leaders of BMW's 3,000-member unit at Conrail sought to negotiate directly with Conrail, rather than with the NRLC. On-going lawsuits in which certain rail unions, including BMW, were seeking to force carrier-by-carrier negotiations complicated the situation.

On March 30, 1995 the NMB received an application from the NRLC requesting mediation between all the railroads it represents and the BMW, effectively foreclosing a legal strike by BMW. The BMW, whose lawsuit sought separate or "local" negotiations with individual railroads, opposed the move. Using its authority under the RLA, the Board preserved its neutral status and prevented disruption of rail traffic by invoking its mediation services to address the disputes between the BMW and Conrail, as well as for any others between the BMW and other carriers. The NMB took no position on the issue of whether single carrier or multi-carrier bargaining was required. At the close of FY 1995, mediation and litigation of these disputes was ongoing.

More than 260 regional freight railroads have been formed since passage of the Staggers Rail Act of 1980, which, in large part, deregulated the railroad industry. The vast majority of these carriers, also called "short lines," are relatively small in terms of both trackage and number of employees. Most were created by the sale or abandonment by Class I freight railroads of trackage that the larger railroads decided either were unprofitable, or only marginally so. Regional or short line freight railroads operate 43,000 route miles, about 25 percent of the industry total, and employ more than 26,000 workers, approximately 11 percent of the industry total.

Examples of settlements on short lines and regional railroads in FY 1993 through FY 1995 included the Elgin Joliet & Eastern Railway Company and BMW, the Bessemer & Lake Erie with eight of its crafts, the Duluth, Missabe & Iron Range Railroad and eleven of its crafts, the Tacoma Belt Line and the IBEW, the Toledo, Peoria & Western Railway Company and the UTU, the Chestnut Ridge Railway Company and the UTU, the East Erie Commercial Railroad and the UTU, and the Iowa Interstate Railroad and the UTU.

Commuter Railroads: One of the problems in commuter railroad cases is that fare revenues typically cover only a portion of the costs needed to operate such carriers, and the deficit normally is offset by subsidies from state and local authorities, as well as from the Federal government. Budgetary problems for many state and local authorities have forced these entities to be more restrictive in approving subsidies for transportation services. The limitations on state and local funds, combined with multi-layered authority and control over operations of most commuter lines, cause most negotiations involving these carriers to be difficult and often protracted. It appears that this trend will continue and possibly worsen in the near future.

One example of the difficult nature of commuter railroad cases involved a dispute between the UTU and the LIRR. The LIRR is funded and operated by the State of New York's Metropolitan Transportation Authority (MTA). It carries about 250,000 passengers each weekday in the New York City metropolitan area. The LIRR employs more than 5,700 workers, and the UTU represents approximately 2,400 of these workers in four crafts or classes: Trainmen, Carmen, Maintenance of Way Employees, and Maintenance of Way Supervisors. The LIRR connects with both Conrail and Amtrak. A strike on the LIRR would disrupt not only New York commuters but connecting freight and passenger service as well.

The UTU and seven other unions were in mediation with the LIRR concurrently, but the UTU represented approximately half of the organized employees on the carrier, and in this round, set the pattern. The carrier served identical notices on all the organizations seeking to reduce or contain labor costs. A minimal wage increase coupled with contract concessions and a less expensive health plan with employee contributions formed the heart of their proposal. All of the unions opposed it. The parties engaged in nearly 1½ years of direct negotiations followed by seven additional months of mediation by the Board and two emergency boards established by the President under Section 159A of the RLA before reaching a settlement.

The first emergency board (PEB No. 223) recommended wage increases, minor work rule modifications, and inclusion of UTU members in New York State's Empire Plan for health benefits. After that recommendation failed to result in a settlement, a second emergency board (PEB No. 224) was created, which required the board to choose the final position of either the Union or the Carrier. That board selected the Carrier's final offer which more closely followed the recommendations of PEB No. 223, as most reasonable. The UTU struck the carrier at 12:01 a.m. June 17, 1994. The strike ended late on the evening of June 18, 1994, when the parties reached a

tentative agreement after board-conducted public interest meetings. The agreement followed closely the second emergency board's selection of the carrier's final offer with some additional wage increases.

Commuter passenger railroad cases successfully resolved in FY 1994 included new contracts between the Port Authority Trans-Hudson (PATH) and the TCU and Brotherhood of Railroad Signalmen (BRS), plus an agreement between the New Jersey Transit Rail Operations (NJTRO) and the IBEW unit. Both carriers provide passenger service in New Jersey and New York. Settlement of these disputes followed the resolution in FY 1993 of four other contracts at PATH and one at NJTRO.

Although there were 25 mediation cases and two strike threats on the commuter railroads, there were no commuter rail shut downs in FY 1995. At the beginning of the year, virtually all of the unions representing employees on MetroNorth Commuter Railroad were engaged in mediation. In order to resolve that round of bargaining and the subsequent round, the parties entered into an agreement to create a process to resolve both rounds. The process began a period of intense negotiations and mediation. When that failed to result in agreements, the parties followed the next step of their agreement by requesting proffers of arbitration. Accordingly, the NMB offered arbitration which was rejected. On January 23, 1995, the Board released the parties from mediation.

On February 22, 1995, pursuant to the carrier's request, President Clinton created Presidential Emergency Board No. 226 (PEB No. 226) to address the issues remaining in dispute. On April 21, 1995, PEB No. 226 submitted its report and recommendations for settlement of the over 50 issues in dispute between Metro-North and the eleven unions. PEB No. 226 rejected the carrier's request for a wage freeze and recommended a series of wage increases over six years, but did not recommend parity with salaries on the LIRR. The emergency board also recommended work rule changes including certain skill differentials, a certification allowance for locomotive engineers and scheduling flexibility sought by the carrier.

Unable to reach agreement after the report of Emergency Board No. 226, in July 1995, the parties engaged in intensive mediation led by the NMB Chairman. While negotiations continued, neither party requested a second emergency Board, presenting a significant strike threat to New York commuters. When it became apparent that a settlement was not forthcoming, Metro-North requested a second emergency Board to prevent a strike. On July 31, 1995, President Clinton created Presidential Emergency Board No. 227 to investigate and to report its selection of the most reasonable offer. On September 29, 1995, PEB No. 227 issued its report selecting, with two exceptions, the unions' final offers, which mirrored the recommendations of PEB No. 226, as most reasonable. The emergency board chose the carrier's offer as most reasonable compared to those proposed by the IBT for the craft or class of Maintenance of Way Employees and the Electrical Supervisors represented by the IBEW. The final offers proposed by the IBT and the IBEW Electrical Supervisors exceeded the recommendations of PEB No. 226. These disputes remained open as FY 1995 came to a close.

Another railroad strike was threatened in June 1995. Local leaders of the Brotherhood of Locomotive Engineers (BLE) unit at New Jersey Transit announced they would order a walkout on June 30 unless their contract dispute that was in mediation was either settled or declared to be an impasse. The strike threat was successfully averted by further mediation, which continued as FY 1995 came to an end.

Other commuter passenger railroad cases resolved in FY 1995 included new contracts between the LIRR and eight unions: the SMWIA, IBEW, Independent Railway Supervisors Association (IRSA), TCU, IAM, International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers (IBB), and BRS. These settlements followed the UTU pattern with some modifications tailored to address craft differences to conclude their mediation cases. Mediated agreements also were reached between Southeastern Pennsylvania Transportation Authority (SEPTA) and its UTU unit, as well as between the Port Authority Trans-Hudson (PATH) and the BLE. Still others successfully mediated during FY 1995 included new pacts between New Jersey Transit Rail Operations and the BRS and the BMW.

Airlines: After registering losses totaling nearly \$12.8 billion in the previous four years, the airline industry was again faced with a loss in FY 1994. Major carriers returning to profitability included America West, American, Northwest and United. They joined Southwest which has been consistently profitable, even during the four-year downturn. Major carriers posting net losses in calendar year 1994 were Continental, Delta, TWA, and USAir. Aided by renewed profitability at Continental and Delta, the industry had a net profit of \$776.9 million for the first two quarters of calendar year 1995. However, the return to profitability by some major carriers was preceded by downsizing of operations. Most majors either delayed or canceled previously ordered new aircraft, and many reduced their workforces. Workforce reductions continue.

Changing labor-management relations at regional carriers, caused by the major airlines' contraction of their operations and workforce cutbacks, have had differing effects on regional airlines. Many regional carriers are either wholly or partly owned by the major carriers, or are owned independently and have code-sharing marketing agreements with the majors. Many employees at regional airlines no longer view their jobs as being "transitional" stepping stones to positions at the bigger carriers. Because of an apparent realization that they may make a career of working for the smaller carriers, employees at the regionals, especially pilots, now seek substantial improvements in their rates of pay and work rules, as well as health and welfare benefits and pensions.

In FY 1993, the Board docketed 16 airline mediation cases and successfully resolved 13. The major airline disruption in FY 1993 was a five day strike by the 19,000 American Airlines Flight Attendants represented by the Association of Professional Flight Attendants (APFA). By striking just before Thanksgiving, APFA had a major impact not only on American Airlines but also on the American Eagle system. On the fifth day of the strike, President Clinton contacted the parties and persuaded the flight attendants to return to work, and both parties agreed to submit any outstanding issues to binding arbitration. The National Mediation Board then established a special

board consisting of three arbitrators—Charles Resnick, Geraldine Randell and Richard Kasher—to rule on the last fourteen unsettled issues. Highlights of the decision included a five year duration, pay raises up to the 17th seniority step, no signing bonus, carrier flexibility on staffing aircraft on low density flights within FAA minimums, and the right of APFA to grieve if flight attendants are overloaded. An early retirement plan with the option of monthly payments of up to \$700 or a lump sum ranging up to \$55,000 was also included.

One of FY 1993's more difficult cases was USAir and the IAM. USAir sought concessions from the 8,700 IAM mechanics and the 9,000 AFA flight attendants similar to concessions agreed to by the ALPA-represented pilots in mid-1992. In late August of 1992, the Board declared an impasse in the IAM-USAir talks and, after a proffer of binding arbitration was rejected, a 30-day cooling-off period was ordered. Minutes before the expiration of the September 24, 1992 deadline and after several days of lengthy negotiations, the IAM agreed to put the company's last offer to a membership ratification vote and to continue working during the voting process. In October, the carrier's proposal was rejected and a strike deadline was set within 72 hours. Continuing to seek a peaceful solution, the NMB convinced the parties to return to the bargaining table and again try to avert what would be the first strike in USAir's 57-year history. Unfortunately the talks stalled, and on October 5, 1992, the IAM's members walked off their jobs. A three day strike ensued before an agreement was reached after a 24 hour mediation session on October 8, 1992.

The difficulty of the remaining major contract dispute at USAir, a new contract with its AFA-represented flight attendants, was compounded by the carrier's take over of the operation and management of the Trump Shuttle. However, on February 10, 1993, a tentative agreement was achieved after 12 straight days of mediation. On March 19, 1993 AFA reported ratification of the 45 month agreement.

Alaska Airlines was going through difficult concessionary bargaining with all three of its major unions, ALPA, AFA and the IAM, during FY 1993. Mediation successfully narrowed the number of issues separating Alaska Airlines and the IAM. In October 1992, the Board concluded that the parties were deadlocked and urged them to accept binding arbitration to resolve the remaining issues. Both parties rejected the proffer of arbitration and the 30-day cooling-off period began. At the end of that period, both parties would have been free to engage in self-help. During this period the parties agreed to participate in Board-conducted public interest meetings which produced a tentative agreement prior to the deadline. The agreement, which was ratified by the membership, called for deferred wage increases until 1996 for 900 of the 1,600 member IAM unit. Two months later, on January 31, 1993, ALPA's master executive council at Alaska approved a 58 month contract that included a 5 percent pay cut and cancellation by the carrier of announced plans to furlough 140 pilots. Following recess of mediation of the AFA-Alaska dispute in February, the carrier announced its intention to furlough 1,600 flight attendants. Despite this announcement, Alaska Airlines and AFA eventually reached agreement in December 1993.

Unlike FY 1993, there were no airline strikes in FY 1994 or FY 1995. In FY 1994 the Board resolved 19 airline mediation cases, compared to 13 the previous year, and docketed 22 new

cases. Commuter airlines constituted a growing portion of this case load. The Board settled 21 commuter airline cases during FY 1994 and FY 1995, including disputes between ALPA and Comair, Ross Aviation, Henson Aviation and Air Wisconsin. Other commuter airline disputes resolved in that period were Flagship Airlines and three of its unions and Executive Airlines and APA. In FY 1995, the Board resolved a total of 22 airline cases and docketed 20.

Successfully mediated cases in FY 1995 also included an agreement between Continental Airlines and the Independent Association of Continental Pilots (IACP), which represents the carrier's 4,800 pilots. That agreement, which was ratified by Continental's pilots on September 4, 1995, is the first collective bargaining agreement between Continental and its pilots since 1983 when Continental first filed for bankruptcy and eliminated its labor contracts.

FY 1995 was an active year for the IAM which completed 9 agreements successfully with various airlines including TACA, Aeroperu, Air Midwest (USAir Express), Alaska Airlines, Southwest Airlines and Lufthansa German Airlines. Also, the IBT negotiated an agreement through mediation with Air Canada covering employees stationed in the United States.

The most notable IAM case involved Comair. The IAM's Comair members ratified a four year agreement in late May of 1995 after two previous tentative agreements had failed ratification. Comair employees represented by the IAM include Mechanics and Related Employees and Stock Clerks. The first rejected tentative agreement occurred during direct negotiations between the parties. Subsequently, in July 1994, the Board's mediatory services were requested. Over the next four months, negotiators for the two sides resolved their differences on rates of pay and most work rules, but they could not agree upon a full union security clause sought by the IAM. In early November 1994, the IAM's negotiating team first agreed, then reversed its stance, on submitting the company's then-latest proposal to a membership vote. On December 1, 1994, after seven consecutive days of mediation at the Board's headquarters, the union agreed to submit the company's proposal to a ratification vote without recommending that it be either accepted or rejected. The union subsequently reported the proposal was overwhelmingly rejected by its members. In April 1995, the Board Chairman took direct control of the mediation process, and tentative agreement was reached and ultimately ratified.

Other successfully mediated cases in FY 1995 involving smaller airlines in difficult settings included American Eagle carrier Simmons Airlines and AFA, USAir Express carrier Pennsylvania Commuter Airlines and AFA and ALPA. In mid-August 1995, a tentative agreement also was mediated between Continental Airlines' feeder operation, called Continental and its 600-member pilots union.

Representation

Employee representation cases traditionally require a significant amount of the Board's resources. The Board's representation caseloads in the fiscal years 1993, 1994, and 1995 were as follows:

	FY 1995	FY 1994	FY 1993
Received	80	103	73
Resolved	73	102	75
Pending end of year	29	22	21

In FY 1993, 43 airline representation cases were received while 45 were resolved. Cases closed included: ALPA and Federal Express, IAM cases with Tampa Airlines, Southwest Airways Co., Lufthansa German Airlines, Crown Airlines, America Trans-Air, and Trans State Airlines, and the IBT cases with Southern Air Transport, American International Airways, Zantop International Airlines, Air Vantage, American Trans Air, and C.C. Air, a USAir Express carrier. Also an independent union, Independent Association of Continental Pilots, won certification as the pilots' representative on Continental Airlines.

The Act requires the NMB to conduct representation elections in an atmosphere free of carrier interference, influence or coercion. When the NMB finds that the carrier has engaged in such actions, an appropriate remedy is fashioned. In FY 1993, a case involving Evergreen International Airlines and the IBT necessitated such a remedy. In that case, the union sought to represent the pilots and Flight Engineers on the carrier. Ballots for two separate elections (one for pilots and one for Flight Engineers) were mailed on January 9, 1992 and were scheduled to be counted on February 13, 1992. On the day prior to the count, the IBT filed allegations of carrier interference. When it lost both elections by a wide margin, the IBT filed supplemental evidence and argument to support its allegations of interference. The Board assigned three mediators to investigate and interview employees, many of whom were in Alaska. The IBT alleged three areas of illegal activities: (1) conferring benefits and more favorable work rule changes during the election; (2) assisting in the formation of an in-house union and encouraging pilots to join it; and (3) engaging in an aggressive anti-union campaign against the IBT.

From the facts acquired during the investigation, the Board found that in all three areas the carrier had improperly tampered with the employees' free choice of a representative. On August 20, 1993, the Board ruled the carrier had interfered and ordered a re-run election using the "Laker" type ballot. A "Laker" election involves a "YES"/"NO" ballot with no space for a write-in vote, and a majority of votes cast determines the election. The carrier also was required to provide the IBT with an employee address list. The Board further stated that during the election a mediator would be available to investigate any interference allegations. The Board held that if further interference were found, the Board could authorize a "Key" election in which a majority of voters

would have to vote against representation in order to prevent certification. The IBT won both re-run elections and on October 18, 1993 was certified by the Board to represent Pilots and Flight Engineers on Evergreen International Airlines.

In FY 1993, 30 railroad representation cases were received, and 34 were resolved. In July 1993, in a case involving the Florida East Coast Railroad and the UTU, the union applied to represent the carrier's Trainmen and Engineers. The investigation and eventual Board determination in that case could have widespread impact on future small railroad elections. The employees in the case were represented by an independent Florida Federation of Railroad Employees (FFRE). The applications covered four separate crafts: Trainmen, Locomotive Engineers, Road Conductors and Yard Trainmen. The Board found, on November 4, 1993, that because the members of these four crafts were cross-trained and cross-utilized, one craft or class of "Train and Engine Service Employees" was appropriate. Subsequently the UTU was certified as the new collective bargaining representative for Train and Engine Service Employees. The IBEW was also certified in two other elections on the Florida East Coast to represent Shop Laborers and Boilermakers.

In FY 1994, 51 airline representation cases were received, and 41 were resolved. Two of the largest representation cases in FY 1994, based on number of employees, involved the same airline, USAir. The first of the two was initiated in January 1994, three unions—the International Brotherhood of Teamsters (IBT), the International Association of Machinists & Aerospace Workers (IAM), and the United Steelworkers (USWA) – filed applications on the same day to become the collective bargaining representative for USAir's nearly 8,000 fleet service employees. Following an investigation, a three-way election was authorized. Ballots were counted on May 17, 1994, and the results set the stage for a run-off election between the two top vote-getters, the IAM and the USWA. Ballots in the run-off election were counted on July 20, 1994, at the Board's headquarters, and the IAM was subsequently certified.

In the second USAir representation case, the USWA sought to represent the carrier's approximately 10,000 passenger service employees. At the time, this group also was unrepresented. The USWA was the only union appearing on the ballot. However, the IAM conducted a write-in campaign. When the ballots were tallied on August 18, 1994, the combined results of both unions' efforts were significantly below the required minimum 50-percent-plus-one votes needed to obtain unionization of the passenger service employees.

A prolonged dispute ended in 1994 when AFA was certified to represent flight attendants on American West. An initial election was held in early 1989. AFA lost the election and filed carrier interference charges. The Board investigated and found interference based upon the "totality" of the carrier's conduct. The Board authorized a re-run election using standard ballot procedures, with a special notice, leaving open the question of appropriate cut-off date. On June 20, 1990, the Board denied the carrier's Motion for a Reconsideration of the carrier interference finding and also denied AFA's request for a "YES/"NO" or Laker ballot. The carrier sued the NMB and secured a preliminary injunction enjoining the Board from including the special notice with the

ballot. The Board appealed to the United States Court of Appeals which affirmed the District Court's ruling. The Board then continued its investigation by seeking information on the cut-off date issue in preparation for a re-run election. The carrier stated its position that the cut-off date for the election should be June 30, 1993, the last day of the last pay period prior to the Board's communication. In support of its position, the carrier argued that the eligible voters from the first election still working for the carrier as flight attendants were less than a majority of the current work force. The Board again denied AFA's request for a Laker ballot in the re-run election and denied the carrier's request to exclude furloughed flight attendants since a sizable number had been recalled to work.

On June 3, 1994, AFA filed a new application for the same craft or class and asked the Board to dismiss AFA's pending application and to waive the one year bar for the new application. In support of its request, AFA cited the "unusual circumstances" of the matter including the passage of approximately five years since the Board ordered the re-run election. AFA also asked the Board to supply it with an updated seniority and address list. On June 8, 1994, the carrier sought withdrawal of its objection to AFA's request for waiver of the one year bar. AFA then withdrew its request for an updated address list. On June 10, 1994, the Board dismissed AFA's initial application, waived the one year bar, and docketed AFA's new application. The ballot count in the new election took place on September 15, 1994, and AFA was certified to represent America West's flight attendants.

Virgin Atlantic's Fleet Service Employees were represented by the IBT by a prior election, but had been unable to negotiate a contract with the carrier. The Virgin Atlantic Airways Employees Association (VAAEA) filed an application seeking to represent them on April 22, 1992. The IBT asserted that the VAAEA's application was untimely under the Board's two year bar since it had been in continuous litigation over the carrier's refusal to bargain since its original certification. The Board investigated, found no basis to dismiss VAAEA's application, and authorized an election. The IBT requested reconsideration and asked that the ballots be impounded and the count postponed pending a determination of the Motion for Reconsideration. That request was granted. The Board, on March, 25, 1994, dismissed the application of the VAAEA as premature under the two year bar of Section 1206.4 of the NMB Rules. The carrier then sought Reconsideration of the Board's determination. This appeal was granted, and in its August 12, 1994 determination, the Board denied the Motion on the basis that the carrier had neither demonstrated a material error of fact or law nor persuaded the Board that modifying "the decision is important to the public interest." As a result, the IBT remained the bargaining agent for Virgin Atlantic's Fleet Service Employees.

Also in FY 1994, the IAM lost a bid to represent the 1,478 Office Clerical Employees on TWA. ALPA fared better by winning representation of America West's 1,100 Flight Deck Crew Members.

In FY 1994, 46 railroad representation cases were received, and 57 were resolved. A large merger determination took place in March 1994, when the Board found the Southern Pacific Lines constituted a single transportation system under the Act. The Southern Pacific Lines include what

was the Southern Pacific Transportation System, the Denver and Rio Grande Western, the St. Louis and Southwestern, the Northwestern Pacific, the SPCSL Corporation and the Visalia Electric Railroads. The Board ruled that six certifications that existed on predecessor railroads were extinguished. In a subsequent ruling on November 4, 1994, when the TCU filed an application to represent the craft or class of Supervisors-Maintenance of Equipment on DG&W, the Board ruled that TCU represented a majority in that craft or class on the entire Southern Pacific Lines.

In FY 1995, 43 airline representation cases were received, and 44 were resolved. During that year, one of the largest representation cases in the Board's history closed. That case involved United Airlines and its Mechanics and Related Employees. Since the mid-1970s, the more than 14,000 employees in the craft or class had been represented by the IAM. On June 9, 1994, the Aircraft Mechanics Fraternal Association (AMFA) filed an application seeking an election to challenge the IAM's representation of these employees and to request that the craft or class be changed to encompass only United's mechanics. Following an investigation into the appropriate composition of the craft or class, the Board issued a determination on October 17, 1994, that the craft or class should remain Mechanics and Related Employees and ordered an all-mail-ballot election with the IAM and AMFA on the ballot. The IAM received the most ballots at the December 15, 1994 ballot count. Of the 14,217 eligible voters, 6,482 valid votes were cast for the IAM and 5,923 were cast for the AMFA.

On December 19, 1994, AMFA filed objections to the election alleging that the laboratory conditions of the election were tainted by United, the IAM and the Board. The allegations prompted an extensive investigation including interviewing and the taking of affidavits from numerous employees at various sites of United's operations around the country. Upon completion of the investigation and consideration of all findings, the Board ruled on August 11, 1995, that the laboratory conditions in the election were not tainted and certified the results of the election.

American Airlines and its commuter lines became embroiled in a representation dispute in June 1992 when the Allied Pilots Association (APA), which represents the Pilots on American Airlines, filed to represent Flagship, Executive, Wings West, Simmons and AMR Eagle. The issues that developed were: "Do Executive, Flagship, Simmons and Wings West constitute a single transportation system for purposes of the Railway Labor Act? If so, what is the effect on existing representation status of the class and craft of Flight Deck Crew Members?" The Board found that AMR Eagle wholly owns Flagship, Simmons, Executive and Wings West, and they all engage in code sharing. All of the American Eagle carriers project a single system in the eyes of the customer. Their flight schedules are integrated into the American Airlines schedule; their tickets are issued on American Airlines ticket stock, and all their reservations are through American Airlines' SABRE computer system. On August 11, 1995, the NMB found Executive, Flagship, Simmons and Wings West to be a single transportation system, and the Board authorized an election with APA, ALPA, and RAPA on the ballot. ALPA won the election and was certified to represent the Flight Deck Crew Members on the entire American Eagle system.

In FY 1995 30 railroad representation cases were received and 21 were resolved. The UTU was successful in winning three crafts—the Engineers, the Conductors /Trainmen, and the Office,

Clerical, Station and Stores Employees—on the Canadian American Railroad. The BMWWE was certified to represent the carrier's Maintenance of Way Employees.

Hearing Activities

During FY 1994, three sets of oral hearings were held. A hearing officer conducted several days of oral hearings concerning whether four wholly-owned subsidiaries of American Eagle, Inc. (Executive Airlines, Inc., Flagship Airlines, Inc., Wings West Airlines, Inc., and Simmons Airlines, Inc.) comprise a single transportation system for representation purposes under the Railway Labor Act. In June 1994, a hearing officer also commenced oral hearings on whether Fox Valley & Western Railroad and Wisconsin Central Railroad operate as a single transportation system. In October 1994 a hearing officer commenced oral hearings in a rare interpretation case involving Piedmont Airlines and ALPA.

Due to the increasing complexity of NMB matters, the Board anticipates a material increase in the number of public hearings and oral argument proceedings.

Legal Activities

The General Counsel's office closed 17 litigation cases in FY 1993, 18 cases in FY 1994 and 20 cases in fiscal year 1995. Recent cases have involved complex pleadings, including issues not previously before the courts, requiring greater staff resources per case. Other than suits associated with the arbitration process, the Board's representation responsibilities accounted for the largest category of litigation in FY 1993 through FY 1995. Complex issues concerning the Board's authority to resolve representation issues arising out of mergers and acquisitions have required substantial staff legal resources.

The General Counsel manages the Board's Freedom of Information Act (FOIA) program including the preparation of recommended dispositions for the Chairman and Executive Director, as well as the handling of litigation concerning the FOIA. During FY 1993, 45 requests for access to NMB records were filed, and in FY 1994, 49 requests for access to NMB records were filed. In FY 1995, access requests jumped to 554 requests due to numerous requests by individual employees to determine whether the ballots they cast in a specific representation election were received and counted. The General Counsel's office is responsible for a variety of other programs. Such activities include legal advice to the Members of the Board, responsibilities as the NMB's Ethics Officer under the Ethics in Government Act, plus duties under the Government in Sunshine Act, the Occupational Safety and Health Act and ad hoc assignments.

The Board received one request for an interpretation of an agreement reached through mediation during the period covered by this report. Only 146 interpretation cases have been docketed in the 61-year period of the Board. On August 30, 1994, Piedmont Airlines filed a request for an interpretation of an agreement reached in mediation of a dispute with its pilots represented by ALPA. A hearing was held in October of 1994, and the parties subsequently settled their dispute with further mediation assistance from the Board.

Interest Arbitration

An important role of the Board involves assistance in resolving "interest disputes." Section 157 of the Railway Labor Act authorizes this function of the Board. Basically these cases involve the final and binding arbitration of major disputes over wages, benefits and/or work rules. Sometimes interest arbitration is agreed to when the parties have reached agreement on most provisions of a new contract, but there remain a few unresolved issues.

The Board's role is to facilitate binding arbitration of the unresolved issues. However, final and binding arbitration of major disputes is voluntary, and arbitration requires the agreement of both parties. These arbitration proceedings have proved beneficial in disposing of major disputes.

Thirteen interest arbitration cases were processed in 1993 (see table 5); four in 1994 (see table 6); and eight in 1995 (see table 5).

VI. Adjustment of Grievance Disputes

The National Railroad Adjustment Board

In 1934, Congress amended the Railway Labor Act. Some of those amendments established the National Railroad Adjustment Board (NRAB) to administer the arbitrated process for resolving grievances -- known as "minor disputes" -- arising under the terms of collective bargaining agreements in the railroad industry. Specifically, the NRAB hears and decides disputes involving railway employee grievances and questions concerning the application and interpretation of rules. Its decisions are final and binding on both parties to the dispute, subject to extraordinarily narrow court review.

There are four divisions to the bipartisan NRAB, and carriers and rail labor organizations are represented equally. A combined total of 34 members are authorized to serve on the four divisions. The NRAB and its four divisions are headquartered in Chicago.

The first division has jurisdiction over disputes involving train and yard service employees; the second division, shop crafts; the third division, clerical, maintenance-of-way, signal and dispatcher forces; and the fourth division, water transportation and miscellaneous classifications. The first division has eight members; the second and third divisions have ten members each; and the fourth division has six members.

The NRAB and its four divisions adjust less than 15 percent of the several thousand grievances filed under NMB administration yearly in the railroad industry. The remainder are handled by two other types of tribunals—Special Boards of Adjustment and Public Law Boards—that came into being after the NRAB was established and are described later in this report.

When a minority of the members of any of the four NRAB divisions cannot agree on an award for a dispute being considered, the division members are required under the Act to attempt to agree on a neutral person to sit with the division members and make an award. If the regular members of the division fail to agree upon a neutral within ten days after considering the dispute, the Act provides that the National Mediation Board will select the neutral who is sometimes is called a referee.

The actions and qualifications of these individuals are implicit in the Act's designation of such individuals as a "neutral person." In appointing neutrals, the National Mediation Board is bound by the same provisions of the law that apply to the appointments of arbitrators. The law requires that appointees to such positions be wholly disinterested in the controversy, impartial and without bias as relates to the parties in dispute. As required by the Railway Labor Act, persons serving as neutrals or referees for the NRAB's four divisions are compensated by the Federal government through the National Mediation Board. The names of all appointed individuals and their compensation are listed in Appendix A.

During FY 1993, the NRAB and its four divisions docketed 859 new cases, while resolving 681. In FY 1994, the NRAB docketed 1168 new cases and closed 983. In FY 1995, the NRAB docketed 859 new cases and closed 1066. At the end of FY 1995, the NRAB and its four divisions had 1935 cases open and pending (see table 8).

Special Boards of Adjustment - Railroads

Special Boards of Adjustment, or SBAs, are set up by agreement on an individual railroad and with a single labor organization to decide specifically agreed-to dockets of disputes arising out of grievances, or out of interpretation or application of provisions of a collective bargaining agreement. Such disputes could be sent to the appropriate division of the NRAB for adjudication but, in these instances, the parties by voluntary agreement adopt the procedures of an SBA to ensure prompt disposition of disputes. Concurrence of both parties is required to establish an SBA.

SBAs usually consist of three members: a railroad member, a labor organization member, and a neutral chairperson. The National Mediation Board designates the neutral if the parties fail to agree upon this person, and it also pays for the neutral's services and expenses. The first SBA was established in 1949, at the suggestion of the National Mediation Board, to expedite disposition of disputes through an adaptation of the grievance function of the NRAB divisions to help reduce the backlog of cases pending before the NRAB's four divisions.

During FY 1993, SBA tribunals docketed a total of 817 new cases, while they resolved 989. At the end of FY 1993, SBAs had a total of 1602 cases pending. In FY 1994, a total of 1058 new cases were docketed while 1332 cases were resolved. At the end of FY 1994, SBAs had a total of 1328 cases pending. During FY 1995, SBA tribunals docketed 1503 new cases and resolved 1514 cases. At the end of FY 1995, SBAs had a total of 1317 cases pending.

Public Law Boards - Railroads

In 1966, Public Law 89-456 was enacted which amended certain provisions of the Railway Labor Act. The amendments authorize the establishment of Special Boards of Adjustment that can be designated Public Law Boards (PLBs) on individual railroads. PLBs resolve disputes that otherwise are referable to one of the NRAB's four divisions, or disputes that have been pending before the NRAB for 12 months or longer. PLBs can be established upon the written request of either the collective bargaining representative for a craft or class of employees or the railroad's management. Unlike the earlier mentioned SBA tribunals, which require the concurrence of both parties before they can be established, PLBs can be established by either party without the concurrence of the other. P.L. 89-456 also makes final all awards of the NRAB and Special Boards of Adjustment designated as PLBs that are established pursuant to the amendment (including money awards) and provides opportunity for limited judicial review of such awards. The National Mediation Board has rules and regulations defining responsibilities and prescribing related procedures under the amendment for the establishment of Special Boards of Adjustment and their designation as PLBs, as well as the filing of agreements and disposition of records. Neutral members of PLBs are appointed by the National Mediation Board only if the parties are unable to

select a neutral chairperson themselves. In addition to disposing of disputes involving grievances, interpretation or application of collective bargaining agreements, neutrals also may be appointed to dispose of procedural issues that arise regarding establishment of a PLB itself.

Employee protection provisions of the Northeast Rail Service Act of 1981 increased the caseload of PLBs. Under this Act, the National Mediation Board pays for neutrals to resolve disputes stemming from negotiation of implementing agreements affecting the transfer of Consolidated Rail Corp. (Conrail) employees to commuter authorities and other railroads.

In FY 1993, PLBs received 2936 new cases and closed 3765, with 7445 cases open and pending at the end of the year. In FY 1994, the PLBs received 3092 cases and closed 3639, with 6898 cases open and pending at the end of the year. In FY 1995, the PLBs received 2985 new cases and closed 3474, with 6409 cases open and pending at the end of the year.

Amtrak Rail Workers Protection Plan

An arrangement to protect the rights of employees adversely affected by curtailment of intercity passenger service went into effect in 1971. It was designed to protect the interest of employees displaced or dismissed due to creation of the passenger-carrying National Railroad Passenger Corp., known as Amtrak.

Under the Rail Passenger Act of 1970, employees adversely affected by discontinuation of intercity rail service receive prescribed protection. Among other things, these workers are considered for other employment by individual railroads on the basis of seniority rules. Because of the cutbacks in passenger service, some workers could be displaced into lower-paying jobs or dismissed. The plan is designed to provide protection for these employees for up to six years.

The plan further provides for prompt arbitration of disputes over whether a specific employee is adversely affected by train discontinuations. Under the 1970 law, neutral referees are designated by the National Mediation Board to dispose of these types of disputes. During this reporting period, there were no neutral appointments under the Amtrak Rail Workers Protection Plan.

Airline System Board of Adjustment

Unlike the situation for railroads and their employees, no national adjustment Board exists for the arbitration of airline contract grievances. The Railway Labor Act, as amended, provides for the establishment of such a Board, if judged necessary by the National Mediation Board. To date, this has not been considered necessary.

The airlines and the labor organizations representing their employees, instead, have negotiated collective bargaining agreements that include individual procedures for handling contract grievances at each airline. Generally the labor-management parties have established one or more System Boards of Adjustment with final jurisdiction for resolving contract grievances.

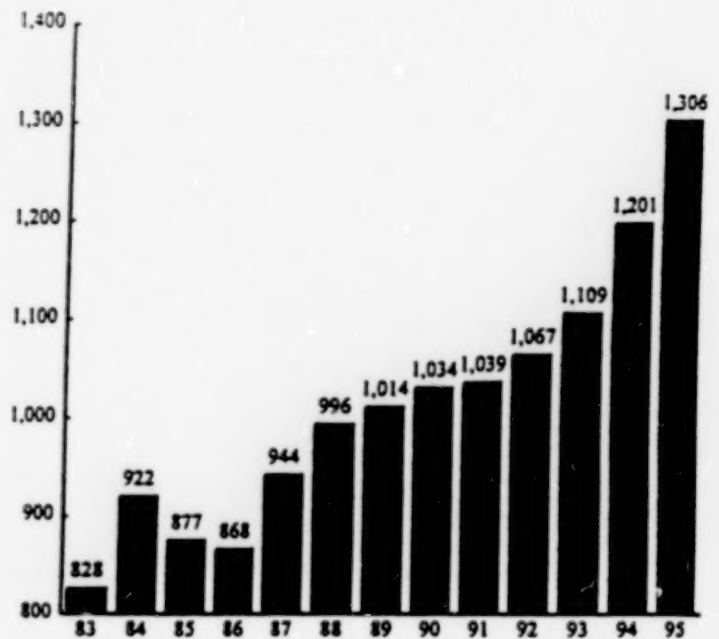
Agreements between airlines and employee groups usually provide for designation of neutral arbitrators to break deadlocks. Where the parties cannot agree on a neutral, they usually ask the National Mediation Board to select an arbitrator. These neutral arbitrators are compensated solely by the parties and serve without cost to the Federal government. Persons designated by the National Mediation Board as arbitrators on airline System Boards of Adjustment are listed, as required by the Railway Labor Act, in Appendix B-5.

VII. Overview of Railroad and Airline Industries

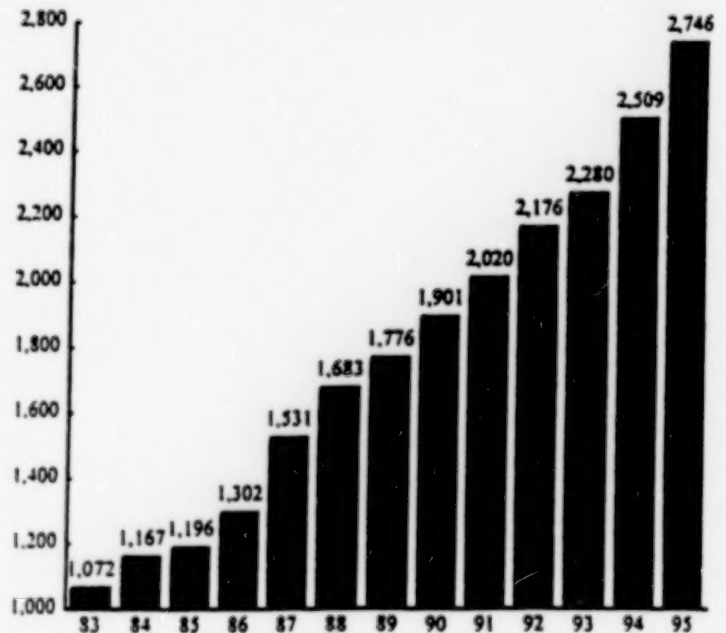
Overview of U.S. Railroad Industry

Freight Revenue Ton-Miles

(Amounts in Billions)



Freight Revenue Ton-Miles
Per Employee Hour

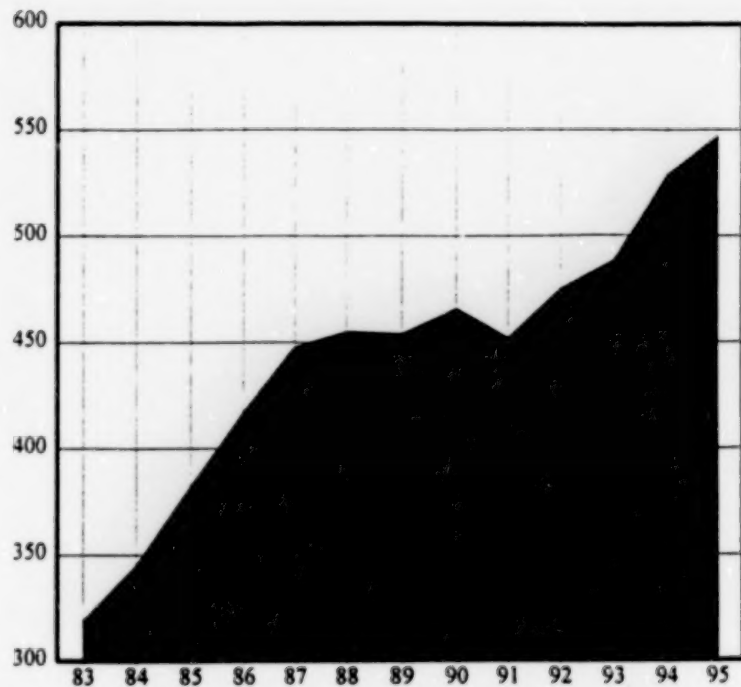


Source: Association of American Railroads

Overview of U.S. Scheduled Airlines (Large Aircraft Operations)

Revenue Passengers Enplaned

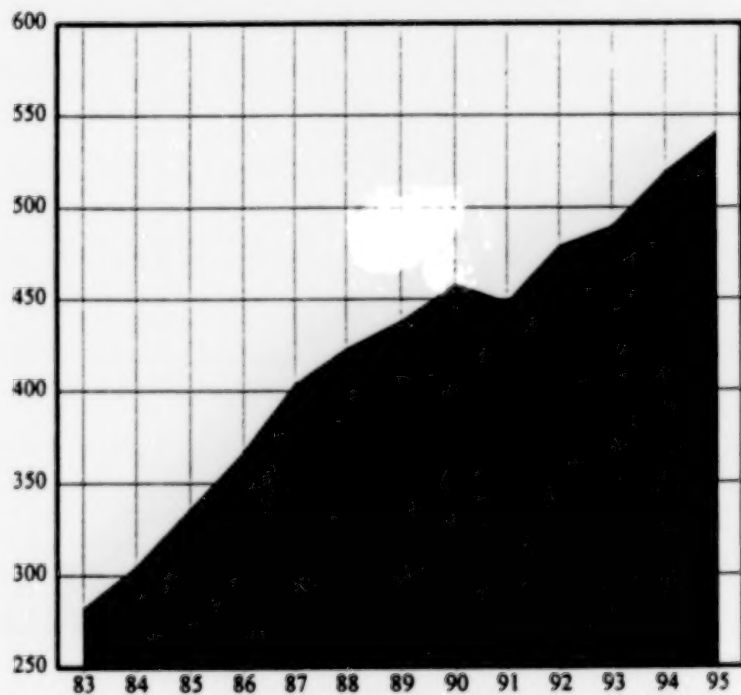
(Millions)



Revenue Passenger Miles

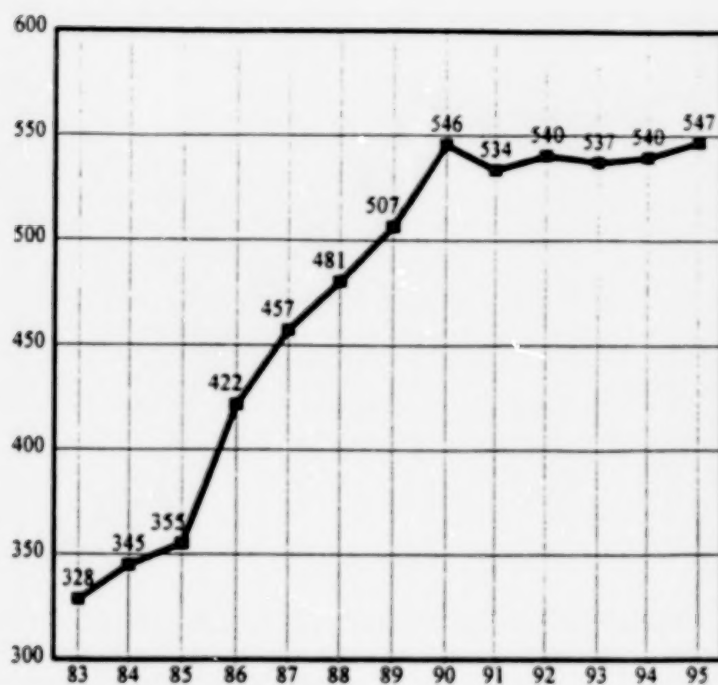
(RPMs)

(Billions)



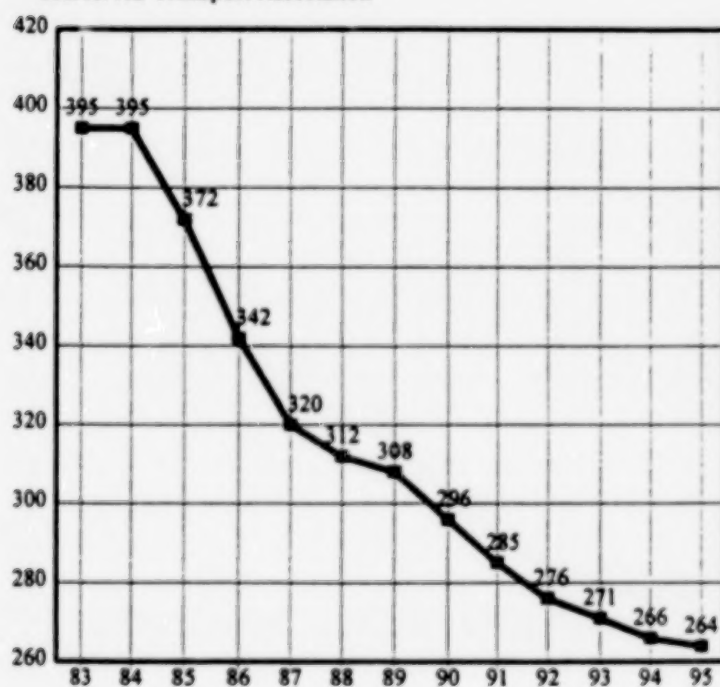
Source: Air Transport Association

**Employees in the Airline
Industry**
(Thousands)



Source: Air Transport Association

**Employees in the Railroad
Industry**
(Thousands)



Note: Includes Class I, II, and III Railroads, plus Amtrak.
Source: Association of American Railroads

VIII. Data Tables for Fiscal Years 1993-1995

Table 1—Number of Cases Received and Closed Out During Fiscal Years 1993-1995

Status of Cases	1993	1994	1995
All Types of Cases			
Cases Pending and Unsettled at Beginning of Period	187	143	135
New Cases Docketed	135	163	198
Total Cases on Hand and Received	322	306	333
Cases Closed	178	171	154
Cases Pending and Unsettled at End of Period	144	135	179
Representation Cases			
Cases Pending and Unsettled at Beginning of Period	24	21	22
New Cases Docketed	73	103	80
Total Cases on Hand and Received	97	124	102
Cases Closed	75	102	73
Cases Pending and Unsettled at End of Period	22	22	29
Mediation Cases			
Cases Pending and Unsettled at Beginning of Period	163	122	112
New Cases Docketed	62	59	118
Total Cases on Hand and Received	225	181	230
Cases Closed	103	69	80
Cases Pending and Unsettled at End of Period	122	112	150

**Table 1—Number of Cases Received and Closed Out During Fiscal Years 1993-1995
(Continued)**

Status of Cases	1993	1994	1995
Interpretation Cases			
Cases Pending and Unsettled at Beginning of Period	0	0	1
New Cases Docketed	0	1	0
Total Cases on Hand and Received	0	1	1
Cases Closed	0	0	1
Cases Pending and Unsettled at End of Period	0	1	0

TABLE 2—Select Unions Associated With Rail And Air Carriers

AIRLINES

ADA	Alaska Dispatchers Association
AEA	Aviation Employees Association
AFA	Association of Flight Attendants
ALEA	Air Line Employees Association
ALPA	Air Line Pilots Association
AMFA	Aircraft Mechanics Fraternal Association
APA	Allied Pilots Association
APFA	Association of Professional Flight Attendants
ATE	Air Transport Employees
AWPA	Air Wisconsin Pilots Association
FAFC	Flight Attendants for a Free Choice
FEIA	Flight Engineers' International Association
FTTE	Freedom to the Employees
HERE	Hotel Employees & Restaurant Employees International Union
IAM&AW	International Association of Machinists & Aerospace Workers
IBT	International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America
IFFA	Independent Federation of Flight Attendants
IUFA	Independent Union of Flight Attendants
PAFCA	Professional Airline Flight Control Association
PCCA	Professional Cabin Crew Association
PFCA	Pacific Flight Crew Association
RAPA	Regional Airline Pilots Association
SAEA	Southwest Airlines Employees Association
SAM	Society of Airline Meteorologists
SAPIA	Southwest Airlines Professional Instructors Association
SCCA	Southwest Crew Controllers Association
SDA	Southwest Dispatchers Association
SJPA	Southern Jersey Pilots Association
TCU	Transportation Communications International Union

TABLE 2—Select Unions Associated With Rail And Air Carriers (Continued)

TCU-ARSA	American Railway and Airline Supervisors Association, a Division of TCU
TWU	Transport Workers Union of America
UAW	United Automobile, Aerospace, Agricultural Implement Workers of America
UFA	Union of Flight Attendants
UF&CW	United Food & Commercial Workers Union

RAILROADS

AFRP	American Federation of Railroad Police, Inc.
AMREA	Arkansas & Missouri Railroad Engineers Association
ATDA	American Train Dispatchers Association
BB	International Brotherhood of Boilermakers, Iron Shipbuilders, Blacksmiths, Forgers & Helpers
BLE	Brotherhood of Locomotive Engineers
BMWE	Brotherhood of Maintenance of Way Employees
BRS	Brotherhood of Railroad Signalmen
CTD	Chicago Truck Drivers, Helpers & Warehousemen Workers Union
DM&IRRP	Duluth, Missabe & Iron Range Railway Patrolmen
DSC	Dispatchers' Steering Committee
FFRE	Florida Federation of Railroad Employees
FICU	First Independent Carmen's Union
FOP	Fraternal Order of Police
HERE	Hotel Employees & Restaurant Employees International Union
IAM&AW	International Association of Machinists & Aerospace Workers
IBEW	International Brotherhood of Electrical Workers
IBFO	International Brotherhood of Firemen and Oilers
IBT	International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America
IRSA	Independent Railway Supervisors Association

TABLE 2—Select Unions Associated With Rail And Air Carriers (Continued)

IWA	International Woodworkers of America
LIUNA	Laborers' International Union of North America
LU	Local Union
M&PSCA	M&P Shop Crafts of America
MSEA	Modesto Shop Employees Association
MTU	Metropolitan Train Union
NTSA	National Transportation Supervisors Association
PBA-LIRRP	Police Benevolent Association-Long Island Rail Road Police
ROWU	Railway Office Workers Union
SA	System Association, Committee or Individual
SMWIA	Sheet Metal Workers' International Association
TCU	Transportation Communications International Union
TCU-ARSA	American Railway and Airline Supervisors Association, a Division of TCU
TCU-Carmen	Brotherhood Railway Carmen, a Division of TCU
TSBREA	Tuscola & Saginaw Bay Railway Employees Association
TWU	Transport Workers Union of America
UAW	United Automobile Workers of America
UPIU	United Paperworkers International Union
URSA	United Railway Supervisors Association
USWA	United Steelworkers of America
UTU	United Transportation Union
YSC	Yardmasters Steering Committee

TABLE 3 -- Strikes in the Airline Industries: Fiscal Years 1993/1994/1995

(Note: Strikes of less than 24 hours are not included in this Report.)

Carrier (Case No.)	Organi- zation	Craft or Class	Date of Strike	Date Work Resumed	No. of Days	Issues	No. of Em'ees	Disposition
USAir (A-12407)	IAM& AW	Mechanics and Related Employees	10/5/92	10/10/92	5	Wages and work rules	8,318	Agreement reached thru mediation
Alitalia (A-12451)	IAM	Cargo, Passenger Sales and Traffic	09-03-93			Carrier wanted unlimited sub- contracting and a 40% cut in book rates	250	Strike still in progress
American Airlines (A-12577)	APFA	Flight Attendants	11/18/93	11/22/93	5	Wages and work rules	19,000	Pending

TABLE 4 -- Strikes in the Railroad Industries: Fiscal Years 1993/1994/1995

(Note: Strikes of less than 24 hours are not included in this Report.)

Carrier (Case No.)	Organi- zation	Craft or Class	Date of Strike	Date Work Resumed	No. of Days	Issues	No. of Em'ees	Disposition
Union Pacific RR	UTU		3/01/94					
Buffalo & Pittsburgh RR	UTU		5/15/94					
Consolidate Rail Corp.	BMWE	Maintenance of Way Employees	5/20/94	5/20/94	1			
Long Island Railroad A-12557 A-12558 A-12559 A-12560	UTU	Trainmen Carmen Maintenance of Way Employees	6/17/94	6/19/94	2	Wages and work rules	5,400	Agreement Reached After EB-224 Report
SOO Line Railroad A-12455	UTU	Conductors Brakemen Yard Workers	7/13/94	8/29/94	47	Wages and work rules	1,100	Agreement Reached After EB-225 Report
Southwest PA. Transit Authority	TWU UTU	Transit Workers	3/28/95				5,500	
MetroNorth	TWU, BLE, BRS, IAM, IBEW, IBT, UTU, SMWIA						4,000	
CSX	BMWE		8/17/95					

Table 5—Interest Arbitration Cases - October 1, 1992 - September 30, 1993

Arb. Bd. No.	Carrier	Organi- zation	Issue
525.....	Union Pacific Railroad Co.....	UTU	Interdivisional service
528.....	Consolidated Rail Corp.....	UTU	Switching limits
530.....	Duluth, Missabe & Iron Rng.....	UTU/BLE.....	Switching limits
531.....	Duluth, Missabe & Iron Rng.....	UTU/BLE.....	Switching limits
532.....	Soo-Milwaukee.....	UTU.....	Interdivisional service
533.....	CSX Transportation, Inc.....		
	(Former L&N).....	UTU.....	Switching limits
534.....	Union Pacific Railroad Co.....	UTU/BLE.....	Interdivisional service
535.....	Union Pacific Railroad Co.....	UTU/BLE.....	Interdivisional service
536.....	Soo Line.....	UTU.....	Interdivisional service
538.....	Elgin, Joliet & Eastern.....	TCIU.....	Interdivisional service
539.....	Union Pacific Railroad Co.....	BLE.....	Interdivisional service
540.....	Elgin Joliet & Eastern.....	UTU.....	Protection of Employees
541.....	Southern Pacific Trans. Co.....	ATDA/BLE.....	Protection of Employees

Table 6—Interest Arbitration Cases - October 1, 1993 - September 30, 1994

Arb. Bd. No.	Carrier	Organi- zation	Issue
542.....	Burlington Northern RR Co.....	UTU.....	Interdivisional service
544.....	Union Pacific Railroad Co.....	BLE.....	Interdivisional service
545.....	Chicago Northwestern Trans.....	BLE.....	Interdivisional service
546.....	Burlington Northern RR Co.....	UTU.....	Interdivisional service

Table 7—Interest Arbitration Cases - October 1, 1994 to September 30, 1995

Arb. Bd. No.	Carrier	Organi- zation	Issue
547.....	Duluth, Missable & Iron Rng.....	UTU.....	Interdivisional service
548.....	Duluth, Missable & Iron Rng.....	BLE.....	Interdivisional service
550.....	Union Pacific Railroad Co.....	BLE.....	Interdivisional service
551.....	Union Pacific Railroad Co.....	UTU.....	Interdivisional service
552.....	Union Pacific Railroad Co.....	BLE.....	Interdivisional service
553.....	Union Pacific Railroad Co.....	BLE.....	Interdivisional service
554.....	Norfolk & Western Rwy Co.....	UTU.....	Switching limits
555.....	Consolidated Rail Corp.....	TWU.....	Switching limits

**TABLE 8—Cases Docketed and Closed by the National Railroad Adjustment Board:
October 1, 1992 to September 30, 1995**

Cases	61 Year Period	1995	1994	1993
<u>ALL DIVISIONS</u>				
Open and on hand at beginning of Period		2,144*	1,959	1,781*
New Cases Docketed	94,926	857	1,168	859
Total number of cases on hand and docketed . . .	94,926	3,001	3,127	2,640
Cases Closed	92,991	1,066	983	681
Decided without referee	12,931	1	6	4
Decided with referee .	52,660	945	849	607
Withdrawn	27,400	120	128	70
Open cases on hand at close of period	1,935	1,935	2,144	1,959

* Computer Adjusted Figures

TABLE 8—Cases Docketed and Closed by the National Railroad Adjustment Board:
October 1, 1992 to September 30, 1995

Cases	61 Year Period	1995	1994	1993
<u>FIRST DIVISION</u>				
Open and on hand at beginning of Period	--	228	92	71*
New Cases Docketed	44,455	234	253	87
Total number of cases on hand and docketed	44,455	462	345	158
Cases Closed	44,128	135	117	66
Decided without referee .	10,922	0	0	1
Decided with referee . .	13,544	119	114	62
Withdrawn	19,662	16	3	3
Open cases on hand at close of period	327	327	228	92

TABLE 8—Cases Docketed and Closed by the National Railroad Adjustment Board:
October 1, 1992 to September 30, 1995

Cases	61 Year Period	1995	1994	1993
<u>SECOND DIVISION</u>				
Open and on hand at beginning of Period	---	302	286	243
New Cases Docketed	13,032	134	178	183
Total number of cases on hand and docketed	13,032	436	464	426
Cases Closed.	12,801	205	162	140
Decided without referee . .	738	0	0	2
Decided with referee . . .	10,720	195	129	125
Withdrawn	1,343	10	33	13
Open cases on hand at close of period	231	231	302	286

**TABLE 8—Cases Docketed and Closed by the National Railroad Adjustment Board:
October 1, 1992 to September 30, 1995**

Cases	61 Year Period	1995	1994	1993
<u>THIRD DIVISION</u>				
Open and on hand at beginning of Period	---	1,597	1,549	1,415*
New Cases Docketed	32,472	459	715	563
Total number of cases on hand and docketed	32,472	2,056	2,264	1,978
Cases Closed	31,103	687	667	429
Decided without referee . .	1,263	1	4	1
Decided with referee . . .	24,655	593	574	377
Withdrawn	5,185	93	89	51
Open cases on hand at close of period	1,369	1,369	1,597	1,549

TABLE 8—Cases Docketed and Closed by the National Railroad Adjustment Board:
October 1, 1992 to September 30, 1995

Cases	61 Year Period	1995	1994	1993
<u>FOURTH DIVISION</u>				
Open and on hand at beginning of Period	---	17	32	52
New Cases Docketed	4,967	30	22	26
Total number of cases on hand and docketed	4,967	47	54	78
Cases Closed	4,959	39	37	46
Decided without referee .	0	0	8	2
Decided with referee . .	3,741	38	32	43
Withdrawn	1,210	1	3	3
Open cases on hand at close of period	8	8	17	32

* Adjusted Figure

APPENDIX A

FY 1993

Fifty-Ninth Annual Report of the
National Railroad Adjustment Board
Chicago, Illinois

National Railroad Adjustment Board
(Created June 1, 1934)

J. E. Yost, Chairman
W. R. Miller, Vice Chairman
R. J. Carvatta, Director of Arbitration
C. A. Loughrin, Interim Secretary

Accounting for all monies appropriated by Congress for the fiscal year 1991 pursuant to the authority conferred by the Railway Labor Act, as amended (Public Law 442, 73d Congress - Approved June 21, 1934)

Arbitration Monies Obligated for FY 1993

Referee Services:

NRAB Referee salaries	\$ 220,000.00
NRAB Referee travel	24,713.00
PLB-SBA Referee salaries	1,240,586.00
PLB-SBA Referee travel	140,042.00
Total Obligations for Referee Services	<u>\$1,625,341.00</u>

Section 153 Administration:

Salaries for employees	\$ 322,585.00
Personnel benefits (retirement, health, etc) . . .	91,689.00
Travel expenses	52,559.00
Transportation of Things (to record center)	685.00
Other Rent (Xerox, etc.	205.00
Communication Services (Phones)	6,259.00
Standard Level user charges (Rent)	126,361.00
Postage	6,942.00
Other contractual services (equipment maintenance, etc.)	44,902.00
Supplies and materials	7,037.00
Equipment (computers, printers, etc.)	- 0 -
Administrative Obligation	<u>659,134.00</u>

Total Section 153 Obligations	<u>\$2,254,475.00</u>
---	-----------------------

1993 Arbitration Government Employees, Salaries and Duties

	Title	Salary	Duties
Carvatta, Roy J.	Director of Arbitration	\$85,352.00	Responsible for Arbitration Services, including NRAB governmental affairs
Zeigler, Priscilla	Senior Assistant	51,332.40	Senior Assistant. In the absence of Director of Arbitration insures the day to day operations of Arb. Svs.
Conrad, Carol	Admin. Asst. of Arbitration	33,782.40	Assists in Section 153 Arbitration activities.
Washington, Carolyn	Admin. Asst. of Arbitration (Data Entry)	31,703.20	Coordinates automated information systems
Matthews, Sharon	Admin. Asst. of Arbitration (Vouchering)	17,994.80	Vouchering
Swanson, Ronald A.	Training Officer	44,784.00	Voucher training
Brasch, Rosemarie	Administrative Assistant	3,902.43	Assists in Section 153 activities & NRAB backup
Llamas, Florencio	Clerk	8,600.00	Clerical
Mardsen, Virginia	Clerk	2,535.18	Clerical
Ramirez, Michele	Clerk	6,348.90	Clerical

Divisional

Dever, Nancy J.	Executive Secretary	21,621.52	Executive Secretary responsible for all divisions
Loughrin, Catherine	Interim Secretary to NRAB	8,370.00	Responsible for the governmental affairs of all Divisions of NRAB
Vorphal, Joan A.	Clerk (Typing)	2,947.52	Clerical
Woods, Linda A.	Clerk (Typing)	3,344.00	Clerical

National Railroad Adjustment Board Referee Salaries
From 10/1/92 to 09/30/93

Duties: The following referees sat with divisions as members to make awards upon failure of division to agree or secure majority vote.

	Referee Name	Salary Paid
Division - 1		
	Benn, E. H.	\$ 1,210.00
	Eischen, D. E.	5,500.00
	Fletcher, J. C.	4,620.00
	Gold, C.H.	660.00
	LaRocco, J. B.	3,520.00
	Meyers, P. R.	2,240.00
	Muessig, E.	1,842.50
	Nathan, H. A.	1,760.00
	Twomey, D. P.	5,940.00
	Zusman, M. E.	1,072.50
Division - 2		
	Cannavo, J. S.	2,200.00
	Cohen, H.	1,870.00
	Duffy, H. G.	660.00
	Fibish, N. C.	2,640.00
	Fletcher, J. C.	6,600.00
	Goldstein, E. H.	1,760.00
	Mailin, M. H.	880.00
	Marx, H. L., Jr.	220.00
	McMurray, K.	1,320.00
	Muessig, E.	7,122.50
	Sickles, J. A.	1,870.00
	Suntrup, E. L.	1,760.00
	Zusman, M. E.	935.00
Division - 3		
	Benn, E. H.	4,895.00
	Dennis, R. E.	440.00
	DiLauro, T. J.	6,600.00
	Duffy, H. G.	9,460.00
	Eischen, D. E.	13,200.00

Fletcher, J. C.	6,600.00
Gold, C. H.	9,130.00
LaRocco, J. B.	10,120.00
Marx, H. L., Jr.	6,600.00
Mason, J. E.	8,690.00
McAllister, R. W.	5,610.00
Meyers, P. R.	4,510.00
Muessig, E.	55.00
Richter, R. G.	4,840.00
Scheinman, M. F.	6,160.00
Sickles, J. A.	1,760.00
Simmelkjaer, R. T.	4,620.00
Simon, B. E.	9,735.00
Suntrup, E. L.	7,480.00
Vernon, G. H.	7,260.00
Wallin, G. E.	6,710.00
Wesman, E. C.	12,430.00

Division - 4

Benn, E. H.	1,320.00
Duffy, H. G.	880.00
Mason, J. E.	2,530.00
Sickles, J. A.	3,080.00
Simon, B. E.	4,400.00
Zusman, M. E.	2,502.50

**Fifty-Ninth
Annual Report of the
First Division
of the
National Railroad
Adjustment Board
to the
National Mediation Board**

**For the Fiscal Year Ended
September 30, 1993**

M E M B E R S H I P

M. W. Fingerhut, Chairman
R. D. Cobbs, Jr.
R. R. Settle
M. H. Siegele

R. K. Radek, Vice Chairman
W. E. Biedenharn
G. R. DeBolt
L. W. Swert

Jurisdiction

In accordance with Section 3(h) of the Railway Labor Act, as amended, the First Division of the National Railroad Adjustment Board has jurisdiction over disputes between employees or groups of employees and carriers involving train and yard service employees; that is, engineers, firemen hostlers, and outside hostler helpers, conductors, trainmen and yard service employees.

Workload Report - Docketed Cases
Division 1
From 10/1/92 to 9/30/93

No. of
Cases

Total Caseloads:

On hand at beginning of year	71
New cases docketed	87
Cases disposed of	66
On hand at end of year	92

Breakdown of Cases Disposed of:

Decided without Referee	1
Decided with Referee	62
Otherwise closed (withdrawn)	3

Breakdown of Cases on Hand:

In Referee Assignment	65
Record not closed	19
Record closed but not assigned to Referee	8

Other Totals:

Cases heard by Referee	41
Cases deadlocked	59

Carriers Party to Docketed Cases

Division 1

From 10/1/92 to 9/30/93

Burlington Northern Railroad Co	53
Chicago Central & Pacific	1
Chicago & Illinois Midland Railway Co	1
Chicago & North Western Transportation Co	1
CSX	6
Elgin, Joliet & Eastern Railway Co	2
Grand Trunk Western Railroad Co	1
Illinois Central Railroad	1
Houston Belt & Terminal Railway Co	1
Metro-North Commuter Authority	2
Minnesota Valley Regional RR Inc	1
McCloud Railroad Co	1
Midsouth Rail Corp	5
New Jersey Transit Rail Operation	1
Norfolk Southern.	1
Port Terminal Railroad Association	1
Soo Line Railroad Co	1
Union Pacific Railroad Co	7
Total Docketed Cases	87

Unions Party to Docketed Cases

Division 1

From 10/1/92 to 9/30/93

Brotherhood of Locomotive Engineers	23
Miscellaneous	5
United Transportation Union	59
Total Docketed Cases	87

**Fifty-Ninth
Annual Report of the
Second Division
of the
National Railroad
Adjustment Board
to the
National Mediation Board**

**For the Fiscal Year Ended
September 30, 1993**

M E M B E R S H I P

P. V. Varga, Chairman
J. K. Beatty
J. F. Ingham
J. M. Harvieux
T. N. Tancula

D. L. Davis, Vice Chairman
M. Filipovic
J. H. Grant
S. A. Heck
B. T. Proffitt

Jurisdiction

To have jurisdiction over disputes involving machinists, boilermakers, blacksmiths, sheet metal workers, electrical workers, carmen, the helpers and apprentices of all the railroad shop laborers.

Workload Report - Docketed Cases

Division 2

From 10/1/92 to 9/30/93

	No. of Cases
<hr/>	
Total Caseloads:	
On hand at beginning of year	243
New cases docketed	183
Cases disposed of	140
On hand at end of year	286
 Breakdown of Cases Disposed of:	
Decided without Referee	2
Decided with Referee	125
Otherwise closed (withdrawn)	13
 Breakdown of Cases on Hand:	
In Referee Assignment	172
Record not closed	9
Record closed but not assigned to Referee	105
 Other Totals:	
Cases heard by Referee	104
Cases deadlocked	66

Carriers Party to Docketed Cases
Division 2
From 10/1/92 to 9/30/93

Amtrak	2
Atchison, Topeka & Santa Fe Railway Co	30
Burlington Northern RR Co	15
Belt Railway Company of Chicago	1
Chicago & North Western Transportation Co	13
Consolidated Rail Corp	18
CSX	25
Denver & Rio Grande Western Railway Co	2
Elgin, Joliet & Eastern Railway Co	5
Grand Trunk Western Railroad Co	1
Illinois Central Railroad	4
Kansas City Southern Railway Co	1
Monongahela Railway	1
Midsouth Rail Corp	2
Norfolk Southern Railway Co	36
Soo Line Railroad Co	1
Southern Pacific Transportation Co (E&W Lines)	11
Springfield Terminal Railway Co	1
Terminal RR Association of St. Louis	1
Union Pacific Railroad Co	13
Total Docketed Cases	183

Unions Party to Docketed Cases
Division 2
From 10/1/92 to 9/30/93

Brotherhood of Railway Carmen of U.S. & Canada	32
International Association of Machinists & Aerospace Workers	69
International Brotherhood of Firemen & Oilers	22
International Brotherhood of Electrical Workers	45
Miscellaneous	3
Sheet Metal Workers International Association	12
Total Docketed Cases	183

**Fifty-Ninth
Annual Report of the
Third Division
of the
National Railroad
Adjustment Board
to the
National Mediation Board**

**For the Fiscal Year Ended
September 30, 1993**

M E M B E R S H I P

J. E. Yost, Chairman
L. Berkshire
J. S. Godfrey
V. M. Guilian
M. D. McCarthy

W. R. Miller, Vice Chairman
D. D. Bartholomay
C. A. McGraw
I. Monroe
L. A. Parmelee

Jurisdiction

To have jurisdiction over disputes involving station, tower and telegraph employees, train dispatchers, maintenance of way men, clerical employees, freight handlers, express station and store employees, signalmen, sleeping car conductors, sleeping car porters and maids, and dining car employees. This Division shall consist of 10 members, 5 of whom shall be selected by the Carriers and 5 by the national labor organizations of employees (Paragraph (h) and (c), Section 153, First, Railway Labor Act, 1934).

Workload Report - Docketed Cases
Division 3
From 10/1/92 to 9/30/93

	No. of Cases
Total Caseloads:	
On hand at beginning of year	1,415
New cases docketed	563
Cases disposed of	429
On hand at end of year	1,549
Breakdown of Cases Disposed of:	
Decided without Referee	1
Decided with Referee	377
Otherwise closed (withdrawn)	51
Breakdown of Cases on Hand:	
In Referee Assignment	698
Record not closed	170
Record closed but not assigned to Referee	681
Other Totals:	
Cases heard by Referee	571
Cases deadlocked	440

Carriers Party to Docketed Cases

Division 3

From 10/1/92 to 9/30/93

Amtrak	52
Atchison, Toepka & Santa Fe Railway	6
Atlanta & West Point Railway	1
Bangor & Aroostook Railroad Co	1
Bessemer & Lake Erie	2
Belt Railway Company of Chicago	1
Burlington Northern Railroad Co	27
Chicago Central & Pacific	9
Chicago & North Western Transportation Co	23
Conrail-Consolidated Rail Corp	97
Chicago Shore Line Railroad	1
Chicago South Shore & South Bend Railroad Co	4
CSX Transportation Company	78
Davenport, Rock Island & North Western RR Co	1
Delaware & Hudson Railroad Company	19
Denver and Rio Grande Western Railroad	5
Denver Union Terminal Railway	1
Duluth, Missabe & Iron Range RR Co	4
Elgin, Joliet & Eastern Railway Co	17
Florida East Coast Railway	1
Grand Trunk Western Railroad Co	3
Gateway Western Railway Co	1
Houston Belt & Terminal Railway	9
Illinois Central Railroad	4
Kansas City Southern Railway	14
Long Island Railroad Co	1
Montana Rail Link	1
Monongehela Railway	2
Mid-Louisiana Railway	8
Northeast Illinois Commuter RR Transportation District	1
Norfolk & Portsmouth Belt Line Railroad Co	19
Providence & Worcester Railroad Co	1
Soo Line Railroad Co	1
Southeastern Pennsylvania Transit Authority	5
Southern Pacific Transportation Co	48
Springfield Terminal Railway Co	3
St. Louis Southwestern Railway Co	4
Terminal Railroad Association of St. Louis	13

Terminal Railway Alabama State Docks	1
Union Pacific Railroad Co	7
Western Weighing & Inspection Bureau	1
Western Railroad Association	1
Total Docketed Cases	563

Unions Party to Docketed Cases
Division 3
From 10/1/92 to 9/30/93

American Train Dispatchers Association	16
Brotherhood of Maintenance of Way	337
Brotherhood of Railroad Signalmen	118
Miscellaneous	14
Transportation Communications Union	78
Total Docketed Cases	563

**Fifty-Ninth
Annual Report of the
Fourth Division
of the
National Railroad
Adjustment Board
to the
National Mediation Board**

**For the Fiscal Year Ended
September 30, 1993**

M E M B E R S H I P

L. C. Lesnik, Chairman
J. S. Gibbs
W. H. Cunningham

R. C. Arthur, Vice Chairman
D. L. Davis
E. C. Snyder

Jurisdiction

To have jurisdiction over disputes involving employees of carriers directly or indirectly engaged in transportation of passengers or property or by water, and all other employees of carriers over which jurisdiction is not given to the first, second and third divisions. This division shall consist of six members, three of whom shall be selected by the carriers and three by the national labor organizations of the employees. (Paragraph (h), Section 153, First, Railway Labor Act, 1934).

Workload Report - Docketed Cases
Division 4
From 10/1/92 to 9/30/93

	No. of Cases
Total Caseloads:	
On hand at beginning of year	52
New cases docketed	26
Cases disposed of	46
On hand at end of year	32
Breakdown of Cases Disposed of:	
Decided without Referee	0
Decided with Referee	43
Otherwise closed (withdrawn)	3
Breakdown of Cases on Hand:	
In Referee Assignment	25
Record not closed	4
Record closed but not assigned to Referee	3
Other Totals:	
Cases heard by Referee	24
Cases deadlocked	28

Carriers Party to Docketed Cases
Division 4
From 10/1/92 to 9/30/93

Amtrak	7
Chicago & North Western Transportation Co	2
Consolidated Rail Corporation	3
CSX	3
Illinois Central Railroad	2
Indiana Harbor Belt Railroad Co	2
Kansas City Southern Railway Co	2
Pittsburgh & Conneaut Dock Co	1
Southern Pacific Trans. Company (E & W Lines)	2
Union Pacific Railroad Co	2
Total Docketed Cases	26

Unions Party to Docketed Cases
Division 4
From 10/1/92 to 9/30/93

American Railway Supervisors Assn. (TCU)	15
Miscellaneous	3
International Longshoremen's Association	1
Railroad Yardmasters of America	7
Total Docketed Cases	26

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APPENDIX A

FY 1994

**Sixtieth Annual Report of the
National Railroad Adjustment Board
Chicago, Illinois**

**National Railroad Adjustment Board
(Created June 1, 1934)**

**W. R. Miller, Chairman
M. W. Fingerhut, Vice Chairman
R. J. Carvatta, Director of Arbitration
Linda A. Woods, Arbitration Assistant**

Accounting for all monies appropriated by Congress for the fiscal year 1994 pursuant to the authority conferred by the Railway Labor Act, as amended (Public Law 442, 73rd Congress-Approved June 21, 1934)

Arbitration Monies Obligated for FY 1994

Referee Services:

NRAB Referee salaries	\$ 308,138.00
NRAB Referee travel	24,556.00
PLB-SBA Referee salaries	1,646,020.00
PLB-SBA Referee travel	180,078.00
Arbitration Board	7,835.00

Total obligations for Referee services ..	\$2,166,629.00
---	----------------

Section 153 Administration:

Salaries of employees	\$ 272,276.00
Personnel benefits (retirement, health, etc)	56,385.00
Travel expenses	30,248.00
Transportation of things (to record center)	1,500.00
Other services	78,439.00
Communication Services (phones	5,122.00
Standard Level user charges (rent)	121,544.00
Postage	13,105.00
Purchase of goods and services	25,406.00
Supplies and materials	4,133.00
Equipment (computers, printers, etc.)	8,917.00

Administrative obligations	617,075.00
----------------------------------	------------

Total Section 153 & 157 Obligations	\$2,783,702.00
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Unobligated balance	\$ 212,298.00
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Total appropriations*	\$2,996,000.00
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* Includes \$175,000 transferred from contingency for Emergency Boards and Arbitration Boards to be used for Section 7 Arbitration and \$561,000 added by Congress for Arbitrators' salaries and expenses.

1994 Arbitration Government Employees, Salaries and Duties

	Title	Salary	Duties
Carvatta, Roy J.	Director of Arbitration	\$88,819.20	Responsible for Arbitration Services, including NRAB governmental affairs
Zeigler, Priscilla	Senior Assistant	54,081.60	Senior Assistant. In the absence of Director of Arbitration insures the day to day operations of Arb. Svs.
Conrad, Carol	Admin. Asst. of Arbitration	35,198.40	Assists in Section 153 Arbitration activities.
Washington, Carolyn	Admin. Asst. of Arbitration	33,252.80	Coordinates automated information systems (Data Entry)
Matthews, Sharon	Admin. Asst. of Arbitration (Vouchering)	29,748.80	Vouchering
Swanson, Ronald A.	Training Officer	8,576.80	Voucher training
DIVISIONAL			
Woods, Linda A.	Arbitration Assistant	12,069.00	Arbitration Assistant responsible for all divisions of NRAB
Mardsen, Virginia	Office Assistant	10,529.40	Office Assistant responsible for all divisions of NRAB.

National Railroad Adjustment Board Referee Salaries
From 10/1/93 to 09/30/94

Duties: The following referees sat with divisions as members to make awards upon failure of division to agree or secure majority vote.

	Referee Name	Salary Paid
Division - 1		
	Eischen, D. E	\$ 6,160.00
	Fletcher, J. C	5,060.00
	LaRocco, J. B.	7,480.00
	Meyers, P. R.	2,420.00
	Mikrut, J. J	330.00
	Muessig, E	6,132.50
	Richter, R. G	8,360.00
	Twomey, D. P	12,540.00
	Vaughn, M. D	770.00
Division - 2		
	Marx, H. L., Jr	440.00
	Mason, J. W	220.00
	Muessig, E	5,775.00
	Sickles, J. A.	1,760.00
	Wesman, E. C	5,500.00
	Zusman, M. E	6,462.50
Division - 3		
	Benn, E. H	14,520.00
	Dennis, R. E	440.00
	DiLauro, T. J	1,980.00
	Duffy, H. G	17,600.00
	Eischen, D. E	11,000.00
	Fletcher, J. C	8,140.00
	Fredenberger, W. E., Jr	660.00
	Gold, C. H	6,820.00
	LaRocco, J. B	3,795.00
	Marx, H. L., Jr	18,590.00
	Mason, J. E	18,590.00
	McAllister, R. W	6,930.00

Meyers, P. R	5,280.00
Minni, D. E	550.00
Richter, R. G	1,870.00
Scheinman, M. F	5,720.00
Sickles, J. A	11,220.00
Simmelkjaer, R. T	8,580.00
Simon, B. E	2,200.00
Stallworth, L. E	11,000.00
Suntrup, E. L	1,980.00
Vaughn, M. D	4,015.00
Vernon, G. H	17,050.00
Wallin, G. E	9,460.00
Wesman, E. C	13,420.00
Zamperini, C. J	660.00
Zusman, M. E	220.00

Division - 4

Benn, E. H	1,540.00
Richter, R. G	3,960.00
Zusman, M. E	7,260.00

**Sixtieth
Annual Report of the
First Division
of the
National Railroad
Adjustment Board
to the
National Mediation Board**

**For the Fiscal Year Ended
September 30, 1994**

M E M B E R S H I P

R. K. Radek, Chairman
B. Wigent
G. R. DeBolt
C. Bryant

M. W. Fingerhut, Vice Chairman
R. D. Cobbs, Jr.
R. R. Settle
M. H. Siegele

Jurisdiction

In accordance with Section 3(h) of the Railway Labor Act, as amended, the First Division of the National Railroad Adjustment Board has jurisdiction over disputes between employees or groups of employees and carriers involving train and yard service employees; that is, engineers, firemen hostlers, and outside hostler helpers, conductors, trainmen and yard service employees.

Workload Report - Docketed Cases
Division 1
From 10/1/93 to 9/30/94

No. of
Cases

Total Caseloads:

On hand at beginning of year	92
New cases docketed	253
Cases disposed of	117
On hand at end of year	228

Breakdown of Cases Disposed of:

Decided without Referee	0
Decided with Referee	114
Otherwise closed (withdrawn)	3

Breakdown of Cases on Hand:

In Referee Assignment	162
Record closed but not assigned to Referee	66

Carriers Party to Docketed Cases

Division 1

From 10/1/93 to 9/30/94

Atchison, Topeka & Santa Fe Rwy	1
Belt Rwy. Co. of Chicago	2
Burlington Northern RR Co	109
Chicago & North Western Transportation Co	20
Chicago, Central & Pacific RR	8
CONRAIL-Consolidated Rail Corp	1
CSX Transportation	2
Delaware & Hudson Rwy Co	1
Gateway Western Rwy	1
Grand Trunk Western Rwy Co	3
Houston Belt & Terminal Rwy Co	1
Illinois Central Gulf	4
Metro North Railroad (MTA)	1
Mid-South Rail Corporation	7
Montana Rail Link	1
NE Illinois Regional Commuter	4
Norfolk Southern Rwy Co	4
Norfolk & Western Rwy Co	1
Paducah & Louisville RR	1
Pittsburgh & Lake Erie RR Co	1
Port Terminal Railroad Association	1
Springfield Terminal Rwy Co	2
Soo Line Railroad Co	36
Southern Pacific Trans. Co	8
Terminal RR Association of St. Louis	14
Tidewater Southern Rwy. Co	1
Union Pacific RR	17
Union Railroad	1

Total Docketed Cases 253

Unions Party to Docketed Cases

Division 1

From 10/1/93 to 9/30/94

Brotherhood of Locomotive Engineers	95
United Transportation Union	140
Individual	18

Total Docketed Cases 253

**Sixtieth
Annual Report of the
Second Division
of the
National Railroad
Adjustment Board
to the
National Mediation Board**

**For the Fiscal Year Ended
September 30, 1994**

M E M B E R S H I P

D. L. Davis, Chairman
J. T. Varsel
J. H. Grant
L. L. Shelton
B. T. Proffitt

P. V. Varga, Vice Chairman
J. K. Beatty
J. F. Ingham
J. M. Harvieux
T. N. Tancula

Jurisdiction

To have jurisdiction over disputes involving machinists, boilermakers, blacksmiths, sheet metal workers, electrical workers, carmen, the helpers and apprentices of all the railroad shop laborers.

Workload Report - Docketed Cases
Division 2
From 10/1/93 to 9/30/94

No. of
Cases

Total Caseloads:

On hand at beginning of year	286
New cases docketed	178
Cases disposed of	162
On hand at end of year	302

Breakdown of Cases Disposed of:

Decided without Referee	0
Decided with Referee	129
Otherwise closed (withdrawn)	33

Breakdown of Cases on Hand:

In Referee Assignment	181
Record closed but not assigned to Referee	121

Carriers Party to Docketed Cases
Division 2
From 10/1/93 to 9/30/94

Alton & Southern	1
Amtrak	4
Atchison, Topeka & Santa Fe Railway Co	10
Bessemer and Lake Erie	2
Burlington Northern RR Co	11
Chicago & North Western Transportation Co	12
Consolidated Rail Corp	15
CSX Transportation	55
Delaware & Hudson Rwy Co	2
Denver & Rio Grande Western Railway Co	2
Duluth, Missabe & Iron Range Rwy	1
Elgin, Joliet & Eastern Railway Co	3
Gateway Western Rwy	2
Grand Trunk Western Railroad Co	1
Illinois Central Railroad Co	1
Indiana Harbor Belt Rwy Co	2
Kansas City Southern Railway Co	2
Missouri Pacific Railroad Co	7
Montana Rail Link	1
Norfolk Southern Railway Co	9
Soo Line Railroad Co	1
Southern Pacific Transportation Co	15
Springfield Terminal Railway Co	4
Union Pacific Railroad Co	15
Total Docketed Cases	178

Unions Party to Docketed Cases
Division 2
From 10/1/93 to 9/30/94

Brotherhood of Railway Carmen	48
International Association of Machinists & Aerospace Workers	31
International Brotherhood of Electrical Workers	36
International Brotherhood of Firemen & Oilers	42
International Brotherhood of Sheet Metal Workers	13
Individuals	8
Total Docketed Cases	178

**Sixtieth
Annual Report of the
Third Division
of the
National Railroad
Adjustment Board
to the
National Mediation Board**

**For the Fiscal Year Ended
September 30, 1994**

M E M B E R S H I P

W. R. Miller, Chairman
G. Hart
C. A. McGraw
I. Monroe
L. A. Parmelee

M. E. Lesnik, Vice Chairman
L. Berkshire
J. S. Godfrey
V. M. Guilian
M. D. McCarthy

Jurisdiction

To have jurisdiction over disputes involving station, tower and telegraph employees, train dispatchers, maintenance of way men, clerical employees, freight handlers, express station and store employees, signalmen, sleeping car conductors, sleeping car porters and maids, and dining car employees. This Division shall consist of 10 members, 5 of whom shall be selected by the Carriers and 5 by the national labor organizations of employees (Paragraph (h) and (c), Section 153, First, Railway Labor Act, 1934).

Workload Report - Docketed Cases
Division 3
From 10/1/93 to 9/30/94

No. of
Cases

Total Caseloads:

On hand at beginning of year	1,549
New cases docketed	715
Cases disposed of	667
On hand at end of year	1,597

Breakdown of Cases Disposed of:

Decided without Referee	4
Decided with Referee	574
Otherwise closed (withdrawn)	89

Breakdown of Cases on Hand:

In Referee Assignment	719
Record closed but not assigned to Referee	878

Carriers Party to Docketed Cases

Division 3

From 10/1/93 to 9/30/94

Amtrak	69
Atchison, Toepka & Santa Fe Railway	9
Atlanta & West Point Railway	1
Belt Railway Co. of Chicago	2
Bessemer & Lake Erie	1
Burlington Northern RR Co	57
Canada Pacific Ltd	2
Cedar Rapids and Iowa City	2
Chicago & Illinois Midland Rwy	1
Chicago & S. Shore & S. Bend	1
Chicago & North Western Transportation Co	40
Chicago Central & Pacific	13
Conrail-Consolidated Rail Corp	108
CSX Transportation Company	96
Davenport, Rock Island & North Western RR Co	2
Delaware & Hudson Railroad Company	13
Denver and Rio Grande Western Railroad	6
Denver Union Terminal Railway	1
Duluth, Missabe & Iron Range RR Co	4
Elgin, Joliet & Eastern Railway Co	14
Gateway Western Railway Co	1
Grand Trunk Western Railroad Co	5
Houston Belt & Terminal Railway	7
Illinois Central Railroad	9
Indiana Harbor Belt Rwy	1
Kansas City Southern Rwy Co	15
Lake Superior & Ishpeming RR	1
Long Island Railroad Co	2
Mid-Louisiana Rail Corp	1
Mid-South Rail Corporation	2
Missouri Pacific RR Co	1
Monongehela Railway	1
Montana Rail Link	1
New Jersey Transit Rail Operations	1
New Orleans Public Belt RR	1
Northeast Illinois Regional Commuter	3
Norfolk Southern	19
Providence & Worcester Railroad Co	2
St. Louis Southwestern	5
Soo Line Railroad Co	14
Southern Pacific Transportation Co	47

Springfield Terminal Railway Co	3
Terminal Railroad Association of St. Louis	20
Texas City Terminal Rwy. Co	1
Texas Mexican Rwy	2
Union Pacific Railroad Co	108
Ventura County Rwy Co	1
Wheeling & Lake Erie Rwy	1
Total Docketed Cases	715

Unions Party to Docketed Cases

Division 3

From 10/1/93 to 9/30/94

Brotherhood Maintenance of Way Employes	409
Brotherhood of Railway Signalmen	145
Transportation Communications International Union	99
Train Dispatchers	30
Individuals	32
Total Docketed Cases	715

**Sixtieth
Annual Report of the
Fourth Division
of the
National Railroad
Adjustment Board
to the
National Mediation Board**

**For the Fiscal Year Ended
September 30, 1994**

M E M B E R S H I P

R. C. Arthur, Chairman
D. L. Davis
W. R. Miller

P. Varga, Vice Chairman
J. S. Gibbins
W. H. Cunningham

Jurisdiction

To have jurisdiction over disputes involving employees of carriers directly or indirectly engaged in transportation of passengers or property or by water, and all other employees of carriers over which jurisdiction is not given to the first, second and third divisions. This division shall consist of six members, three of whom shall be selected by the carriers and three by the national labor organizations of the employees. (Paragraph (h), Section 153, First, Railway Labor Act, 1934).

Workload Report - Docketed Cases
Division 4
From 10/1/93 to 9/30/94

	No. of Cases
<hr/>	
Total Caseloads:	
On hand at beginning of year	32
New cases docketed	22
Cases disposed of	37
On hand at end of year	17
 Breakdown of Cases Disposed of:	
Decided without Referee	2
Decided with Referee	32
Otherwise closed (withdrawn)	3
 Breakdown of Cases on Hand:	
In Referee Assignment	13
Record closed but not assigned to Referee	4

Carriers Party to Docketed Cases
Division 4
From 10/1/93 to 9/30/94

Amtrak	8
Burlington Northern RR Co	1
Chicago & North Western Transportation Co	2
Consolidated Rail Corporation	1
CSX Transportation	1
Grand Trunk Western Rwy. Co	2
Kansas City Southern Railway Co	1
Pittsburgh & Conneavt Dock Co	1
Soo Line RR	3
Southern Pacific Trans. Company (E & W Lines)	1
Union Pacific Railroad Co	1
Total Docketed Cases	22

Unions Party to Docketed Cases
Division 4
From 10/1/93 to 9/30/94

American Railway Supervisors Assn. (TCU)	16
Railroad Yardmasters of America	3
International Longshoremen's Association	2
Individuals	1
Total Docketed Cases	22

APPENDIX A

FY 1995

**Sixty-first Annual Report of the
National Railroad Adjustment Board
Chicago, Illinois**

**National Railroad Adjustment Board
(Created June 1, 1934)**

**M. W. Fingerhut, Chairman
W. R. Miller, Vice Chairman
R. J. Carvatta, Director of Arbitration
Linda A. Woods, Arbitration Assistant**

Accounting for all monies appropriated by Congress for the fiscal year 1995 pursuant to the authority conferred by the Railway Labor Act, as amended (Public Law 442, 73rd Congress-Approved June 21, 1934)

Arbitration Monies Obligated for FY 1995

Referee Services:

NRAB Referee salaries	\$ 431,805.00
NRAB Referee travel	114,519.00
PLB-SBA Referee salaries	1,479,036.00
PLB-SBA Referee travel	57,259.00
Arbitration Board	6,679.00

Total obligations for Referee Services ..	\$2,089,298.00
---	----------------

Section 153 Administration:

Salaries of employees	\$ 290,039.00
Personnel benefits (retirement, health, etc)	56,375.00
Travel expenses	27,984.00
Transportation of things (to record center)	1,138.00
Other services	19,830.00
Communication services (phones	20,944.00
Standard Level user charges (rent)	143,245.00
Supplies and materials	6,403.00
Equipment (computers, printers, etc.)	28,148.00
Printing	533.00

Administrative obligations	594,639.00
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Total Section 153 & 157 obligations	\$2,683,937.00
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Unobligated balance	\$ 103,000.00
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Total appropriations*	\$2,786,937.00
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* Includes \$175,000 transferred from contingency for Emergency Boards and Arbitration Boards to be used for Section 7 Arbitration and \$400,000 added by Congress for Arbitrators' salaries and expenses.

1995 Arbitration Government Employees, Salaries and Duties

	Title	Salary	Duties
Carvatta, Roy J.	Director of Arbitration	\$89,514.40	Responsible for Arbitration Services, including NRAB governmental affairs.
Zeigler, Priscilla	Senior Assistant	55,057.60	Senior Assistant. In the absence of Director of Arbitration insures the day to day operations of Arb. Services.
Conrad, Carol	Admin. Asst. of Arbitration	35,935.20	Assists in Sections 153 & 157 Arbitration activities.
Washington, Carolyn	Admin. Asst. of Arbitration	33,924.00	Coordinates automated information systems (Data Entry)
Matthews, Sharon	Admin. Asst. of Arbitration (Vouchering)	29,365.60	Vouchering

DIVISIONAL

Woods, Linda A.	Arbitration Assistant	24,863.20	Arbitration Assistant responsible for all divisions of NRAB.
Marsden, Virginia	Office Assistant	21,379.20	Office Assistant responsible for all divisions of NRAB.

National Railroad Adjustment Board Referee Salaries
From 10/1/94 to 09/30/95

Duties: The following referees sat with divisions as members to make awards upon failure of division to agree or secure majority vote.

	Referee Name	Salary Paid
Division - 1		
	Cannovo, Joseph S	660.00
	Eischen, Dana E	11,880.00
	Fletcher, John C	4,620.00
	Harris, Robert O	1,100.00
	LaRocco, John B	7,260.00
	Mikrut, John J. Jr	6,050.00
	O'Brien, Robert M	3,300.00
	Richter, Robert G	21,303.00
	Twomey, David P	8,250.00
	Vaughn, M. David	2,805.00
Division - 2		
	Cannavo, Joseph S	2,640.00
	Fletcher, John C	5,280.00
	Gold, Charlotte	10,340.00
	Hicks, Robert L	3,960.00
	Malin, Martin H	1,760.00
	Marx, Herbert L., Jr	4,950.00
	Mason, James E	5,830.00
	Mikrut, John J.	330.00
	Muessig, Ekehard	10,972.50
	Peterson, Robert E	3,080.00
	Richter, Robert G	8,286.67
	Sickles, Joseph A	6,710.00
	Wesman, Elizabeth C	1,320.00
	Yost, James E	8,250.00
	Zusman, M. E	5,197.50

Division - 3

Benn, E. H	29,040.00
Duffy, Hugh G	1,760.00
Eischen, Dana E	27,060.00
Fletcher, J. C	6,820.00
Gold, Charlotte	3,960.00
Hicks, Robert L	10,340.00
LaRocco, John B	10,945.00
Malin, Martin H	9,405.00
Marx, Herbert L., Jr	11,880.00
Mason, James E	18,150.00
McAllister, Robert W	3,135.00
Meyers, Peter R	13,200.00
Mikrut, John J., Jr	550.00
Minni, Dennis E	5,830.00
Newman, Margo R	10,560.00
Richter, Robert G	3,740.00
Scheinman, M. F	20,020.00
Seidenberg, Jacob	3,960.00
Sickles, Joseph A	2,090.00
Simmelkjaer, R. T	5,280.00
Stallworth, Lamont E	14,300.00
Vaughn, M. David	10,065.00
Vause, Gilbert H	6,050.00
Vernon, Gilbert H	3,960.00
Wallin, Gerald E	8,745.00
Wesman, Elizabeth C	20,900.00
Zamperini, Carol J	6,930.00
Zusman, Marty E	3,987.50

Division - 4

Euker, William F	3,960.00
Hicks, Robert L	880.00
Zusman, Marty E	8,167.50

**Sixty-first
Annual Report of the
First Division
of the
National Railroad
Adjustment Board
to the
National Mediation Board**

**For the Fiscal Year Ended
September 30, 1995**

M E M B E R S H I P

M. W. Fingerhut, Chairman	R. K. Radek, Vice Chairman
R. D. Cobbs, Jr.	B. R. Wigent
R. R. Settle	G. R. DeBolt
M. H. Siegele	C. Bryant

Jurisdiction

In accordance with Section 3(h) of the Railway Labor Act, as amended, the First Division of the National Railroad Adjustment Board has jurisdiction over disputes between employees or groups of employees and carriers involving train and yard service employees; that is, engineers, firemen hostlers, and outside hostler helpers, conductors, trainmen and yard service employees.

Workload Report - Docketed Cases
Division 1
From 10/1/94 to 9/30/95

No. of
Cases

Total Caseloads:

On hand at beginning of year	228
New cases docketed	234
Cases disposed of	135
On hand at end of year	327

Breakdown of Cases Disposed of:

Decided without Referee	0
Decided with Referee	119
Otherwise closed (withdrawn)	16

Breakdown of Cases on Hand:

In Referee Assignment	246
Record closed but not assigned to Referee	81

Carriers Party to Docketed Cases
Division 1
From 10/1/94 to 9/30/95

Burlington Northern RR Co	9
Chicago Car Interchange Bureau	1
Chicago & Illinois Midland Rwy	2
Chicago & North Western Transportation Co	90
Chicago, Central & Pacific RR	2
Delaware & Hudson Rwy Co	1
Duluth, Winnipeg & Pacific RR	9
Elgin, Joliet & Eastern Rwy Co	1
Houston Belt & Terminal Rwy Co	1
Illinois Central Railroad Co	6
Metro North Railroad (MTA)	2
Missouri Pacific Railroad Co	1
MNVA Railroad, Inc	1
New Jersey Transil Rail Op. In	3
Norfolk Southern Rwy Co	1
Soo Line Railroad Co	52
Southern Pacific Trans. Co	21
Tacoma Municipal Beltline	3
Union Pacific RR	26
Union Railroad	2
Total Docketed Cases	234

Unions Party to Docketed Cases
Division 1
From 10/1/94 to 9/30/95

Brotherhood of Locomotive Engineers	75
United Transportation Union	74
Miscellaneous	85
Total Docketed Cases	234

**Sixty-first
Annual Report of the
Second Division
of the
National Railroad
Adjustment Board
to the
National Mediation Board**

**For the Fiscal Year Ended
September 30, 1995**

M E M B E R S H I P

P. V. Varga, Chairman	D. L. Davis, Vice Chairman
J. K. Beatty	J. T. Varsel
J. F. Ingham	J. H. Grant
J. M. Harvieux	L. L. Shelton
T. N. Tancula	R. S. Bauman
M. W. Fingerhut	M. C. Lesnik

Jurisdiction

To have jurisdiction over disputes involving machinists, boilermakers, blacksmiths, sheet metal workers, electrical workers, carmen, the helpers and apprentices of all the railroad shop laborers.

Workload Report - Docketed Cases
Division 2
From 10/1/94 to 9/30/95

	No. of Cases
<hr/>	
Total Caseloads:	
On hand at beginning of year	302
New cases docketed	134
Cases disposed of	205
On hand at end of year	231
 Breakdown of Cases Disposed of:	
Decided without Referee	0
Decided with Referee	195
Otherwise closed (withdrawn)	10
 Breakdown of Cases on Hand:	
In Referee Assignment	119
Record closed but not assigned to Referee	112

Carriers Party to Docketed Cases
Division 2
From 10/1/94 to 9/30/95

Amtrak	1
Atchison, Topeka & Santa Fe Railway Co	6
Belt Rwy Co. Of Chicago	1
Burlington Northern RR Co	18
Chicago & North Western Transportation Co	4
Chicago Central and Pacific	1
Consolidated Rail Corp	16
CSX Transportation	53
Illinois Central Railroad Co	1
Meridian & Bigbee Railroad Co	1
Metro North Railroad (MTA)	1
Missouri Pacific Railroad Co	2
Patapsco & Back River RR Co	1
Soo Line Railroad Co	2
Southern Pacific Transportation Co	15
Springfield Terminal Railway Co	3
St. Louis Southwestern	1
Terminal RR Assn. Of St. Louis	4
Union Pacific Railroad Co	3
Total Docketed Cases	134

Unions Party to Docketed Cases
Division 2
From 10/1/94 to 9/30/95

Brotherhood of Railway Carmen	21
IAM/Transport Workers Union of America	1
International Association of Machinists & Aerospace Workers	36
International Brotherhood of Electrical Workers	49
International Brotherhood of Firemen & Oilers	7
International Brotherhood of Sheet Metal Workers	10
Transportation Communications Union	3
Miscellaneous	7
Total Docketed Cases	134

**Sixty-first
Annual Report of the
Third Division
of the
National Railroad
Adjustment Board
to the
National Mediation Board**

**For the Fiscal Year Ended
September 30, 1995**

M E M B E R S H I P

M. C. Lesnik, Chairman
L. Berkshire
J. S. Godfrey
V. J. Guilian
M. D. McCarthy
M. W. Fingerhut

W. R. Miller, Vice Chairman
G. Hart
C. A. McGraw
I. Monroe
L. A. Parmelee
P. V. Varga

Jurisdiction

To have jurisdiction over disputes involving station, tower and telegraph employees, train dispatchers, maintenance of way men, clerical employees, freight handlers, express station and store employees, signalmen, sleeping car conductors, sleeping car porters and maids, and dining car employees. This Division shall consist of 10 members, 5 of whom shall be selected by the Carriers and 5 by the national labor organizations of employees (Paragraph (h) and (c), Section 153, First, Railway Labor Act, 1934).

Workload Report - Docketed Cases
Division 3
From 10/1/94 to 9/30/95

No. of
Cases

Total Caseloads:

On hand at beginning of year	1,597
New cases docketed	459
Cases disposed of	687
On hand at end of year	1,369

Breakdown of Cases Disposed of:

Decided without Referee	1
Decided with Referee	593
Otherwise closed (withdrawn)	93

Breakdown of Cases on Hand:

In Referee Assignment	633
Record closed but not assigned to Referee	736

Carriers Party to Docketed Cases
Division 3
From 10/1/94 to 9/30/95

Alton & Southern	1
Amtrak	64
Atchison, Toepka & Santa Fe Railway	18
Belt Railway Co. of Chicago	5
Burlington Northern RR Co	22
Central Vermont Railway Co	1
Chicago & S. Shore & S. Bend	1
Chicago & North Western Transportation Co	12
Chicago Central & Pacific	14
Conrail-Consolidated Rail Corp	72
CSX Transportation Company	73
Delaware & Hudson Railroad Company	4
Denver and Rio Grande Western Railroad	8
Duluth, Missabe & Iron Range RR Co	4
Elgin, Joliet & Eastern Railway Co	8
Grand Trunk Western Railroad Co	4
Houston Belt & Terminal Railway	9
Illinois Central Railroad	10
Indiana Harbor Belt Rwy	1
Kansas City Southern Rwy Co	7
Lake Terminal Railroad	1
Missouri Pacific RR Co	1
Montana Rail Link	4
New Jersey Transit Rail Operations	1
New Orleans Public Belt RR	1
Northeast Illinois Regional Commuter	2
Norfolk & Western Railway Co	1
Norfolk Southern	3
Northern Indiana Comm. Transp	1
Paducah & Louisville RR	1
Providence & Worcester Railroad Co	1
St. Louis Southwestern	1
Soo Line Railroad Co	9
Southeastern Pa. Trans. Auth	1
Southern Pacific Transportation Co	25
Staten Island Rapid Transit Op	1
Terminal Railroad Association of St. Louis	22
Texas Mexican Rwy	2
Union Pacific Railroad Co	43

Total Docketed Cases	459
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Unions Party to Docketed Cases
Division 3
From 10/1/94 to 9/30/95

American Train Dispatchers Assn	20
Brotherhood of Locomotive Engineers	1
Brotherhood Maintenance of Way Employes	268
Brotherhood of Railway Signalmen	56
Transportation Communications International Union	91
United Steel Workers of American	1
Miscellaneous	22

Total Docketed Cases	459
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**Sixty-first
Annual Report of the
Fourth Division
of the
National Railroad
Adjustment Board
to the
National Mediation Board**

**For the Fiscal Year Ended
September 30, 1995**

M E M B E R S H I P

A. K. Gradia, Chairman	D. R. Carver, Vice Chairman
J. S. Gibbons	D. L. Davis
W. H. Cunningham	E. C. Snyder
M. W. Fingerhut	M. C. Lesnik
P. V. Varga	

Jurisdiction

To have jurisdiction over disputes involving employees of carriers directly or indirectly engaged in transportation of passengers or property or by water, and all other employees of carriers over which jurisdiction is not given to the first, second and third divisions. This division shall consist of six members, three of whom shall be selected by the carriers and three by the national labor organizations of the employees. (Paragraph (h), Section 153, First, Railway Labor Act, 1934).

Workload Report - Docketed Cases
Division 4
From 10/1/94 to 9/30/95

No. of
Cases

Total Caseloads:

On hand at beginning of year	17
New cases docketed	30
Cases disposed of	39
On hand at end of year	8

Breakdown of Cases Disposed of:

Decided without Referee	0
Decided with Referee	38
Otherwise closed (withdrawn)	1

Breakdown of Cases on Hand:

In Referee Assignment	7
Record closed but not assigned to Referee	1

Carriers Party to Docketed Cases
Division 4
From 10/1/94 to 9/30/95

Amtrak	9
Burlington Northern RR Co	2
Chicago & North Western Transportation Co	1
CSX Transportation	6
Indiana Harbor Belt Railway Co	1
Pittsburgh & Conneaut Dock Co	5
Soo Line RR	1
Southern Pacific Trans. Company	4
Union Pacific Railroad Co	1
Total Docketed Cases	30

Unions Party to Docketed Cases
Division 4
From 10/1/94 to 9/30/95

American Railway Supervisors Assn. (TCU)	16
Assn. P&C Dock Co. Longshoremen	2
International Brotherhood of Electrical Workers	1
International Longshoremen's Association	2
United Transportation Union	8
Individuals	1
Total Docketed Cases	30

APPENDIX B

TABLES 1-5

FY 1993

APPENDIX B - FY 1993

1. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS) October 1, 1992 to September 30, 1993

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
MILLER, R. K.	2	HINSDALE,	IL	09/29/93	1335	SOUTHERN PACIFIC RR CO. - TCU
FREDENBERGER	2	STAFFORD,	VA	09/07/93	2472	SOUTHERN PACIFIC RR CO. - UTU
HARRIS, R. O.	2	WASHINGTON,	DC	08/17/93	3211	PAC. & ARTICRR & NAVIGA. CO. - UTU
LAZAR, J.	2	BOULDER,	CO	06/23/93	4186	BURLINGTON NORTHERN RR CO. - UTU
LIEBERMAN, I. M.	2	STAMFORD,	CT	06/07/93	4520	UNION PACIFIC RR - UTU
WESMAN, E. C.	2	ITHACA,	NY	08/03/93	4669	BOSTON & MAINE CORP. - BMWE
CRISWELL, J.B.	2	STIGLER,	OK	07/12/93	4827	UNION PACIFIC RR - UTU (C,T,& E)
WALLIN, G. E.	2	ST. PAUL,	MN	10/27/92	4901	ATCHISON, TOPEKA & SANTA FE RW - UTU
SUNTRUP, E. L.	2	EVANSTON,	IL	01/11/93	5024	ATCHISON, TOPEKA & SANTA FE RW - BRS
VERNON, G. H.	2	EAU CLAIRE,	WI	09/15/93	5056	ATCHISON, TOPEKA & SANTA FE RWY - UTU (ENGINEERS)
VAUGHN, M. D.	2	BETHESDA,	MD	07/21/93	5115	PHILA., BETHLEHEM & NEW ENG. - UTU
MARX, H. L., JR.	2	NEW YORK,	NY	03/31/93	5184	CAMBRIA AND INDIANA - UTU
GOLD, C. H.	2	NEW YORK,	NY	02/06/93	5186	ELGIN, JOLIET & EASTERN RY CO. - UTU
SUNTRUP, E. L.	2	EVANSTON,	IL	01/28/93	5190	SOO LINE - IBB

1. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS)
October 1, 1992 to September 30, 1993 (Continued)

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
ZUSMAN, M. E.	2	MUNSTER,	IN	10/27/92	5275	INDIANA HI-RAIL CORPORATION - UTU (C&T)
KELLY, D. T.	2	LIVONIA,	MI	01/22/93	5289	ELGIN, JOLIET & EASTERN RY - UTU
SCHEINMAN, M.	2	MANHASSET,	NY	12/21/92	5290	CSX TRANSPORTATION, INC. - BRO. RAILWAY CARMEN
ZUSMAN, M. E.	2	MUNSTER,	IN	10/05/92	5303	UNION PACIFIC RR - UTU (YD)
MARX, H. L., JR.	2	NEW YORK,	NY	10/05/92	5304	UNION RAILWAY CO. - UTU
HAYS, D. B.	2	SHERMAN,	TX	10/05/92	5305	UNION PACIFIC RR - UTU (C&T)
GOLD, C. H.	2	NEW YORK,	NY	10/05/92	5306	LONG ISLAND RAIL ROAD - UTU
VAUGHN, M. D.	2	BETHESDA,	MD	07/21/93	5307	PHILA., BETHLEHEM & NEW ENG. - UNITED TRANS. UNION
FLETCHER, J. C.	2	MT. PROSPECT,	IL	01/05/93	5308	CHICAGO & ILLINOIS MIDLAND RR - BRO. RAILWAY CARMEN
BENN, E. H.	2	GLENCOE,	IL	10/07/92	5309	NE ILLINOIS REGIONAL COMMUTER - TRANS. COMM. UNION
SCHEINMAN, M. F.	2	BAYSIDE,	NY	10/07/92	5310	CSX TRANSPORTATION, INC. - BOILERMAKERS/BLKSMTH
SEIDENBERG, J.	2	FALLS CHURCH,	VA	10/27/92	5311	UNION PACIFIC RR - UTU
WESMAN, E. C.	2	ITHACA,	NY	01/22/93	5312	AMTRAK - TCIU
EISCHEN, D. E.	2	ITHACA,	NY	11/04/92	5313	BESSEMER AND LAKE ERIE - TRANS COMM INT UNION

1. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS)
October 1, 1992 to September 30, 1993 (Continued)

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
TWOMEY, D. P.	2	QUINCY,	MA	10/27/92	5314	UNION PACIFIC RR - UTU (C&T)
SEIDENBERG, J.	2	FALLS CHURCH,	VA	10/26/92	5315	CSX TRANSPORTATION, INC. - UTU
SCHEINMAN, M. F.	2	BAYSIDE,	NY	10/29/92	5317	CSX TRANSPORTATION, INC. - IAM&AW
FISHER, A. J.	2	EVANSTON,	IL	10/29/92	5318	MIDSOUTH RAIL CORP. - UTU
MARX, H. L., JR.	2	NEW YORK,	NY	10/30/92	5319	BURLINGTON NORTHERN RR CO. - ATDD/BLE
REHMUS, C.	2	POTWAY,	CA	11/04/92	5320	UNION PACIFIC RR - BLE
HAYS, D. B.	2	SHERMAN,	TX	11/10/92	5321	UNION PACIFIC RR - UTU
CLUSTER, H. R.	2	BALTIMORE,	MD	11/09/92	5322	UNION PACIFIC RR - UTU
SIMON, B. E.	2	ARLINGTON HTS.,	IL	12/22/92	5323	UNION PACIFIC RR - UTU
MEYERS, P. R.	2	CHICAGO,	IL	11/04/92	5324	NORFOLK SOUTHERN RW CO. - ATDA
DUFFY, H. G.	2	GALESVILLE,	MD	11/04/92	5325	SOUTHERN PACIFIC RR CO. - IBFO
MARX, H. L., JR.	2	NEW YORK,	NY	11/09/92	5326	CONEMAUGH & BACK LICK RR - UTU
RINALDO, T. N.	2	BUFFALO,	NY	11/07/92	5327	GENESEE & WYOMING RR CO. - UTU
ZUMAS, N. H.	2	WASHINGTON,	DC	11/09/92	5328	CSX TRANSPORTATION, INC. - BMWE
FISHER, A. J.	2	EVANSTON,	IL	11/05/92	5329	COLUMBUS & GREENVILLE RWY CO. - UTU

1. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS)
October 1, 1992 to September 30, 1993 (Continued)

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
DOUGHERTY, F. H.	2	NORTHFIELD,	IL	12/03/92	5331	UNION PACIFIC RR - IBFO
FLETCHER, J. C.	2	MT. PROSPECT,	IL	07/09/93	5332	NORFOLK SOUTHERN RWY CO. - IBEW
VAUGHN, M. D.	2	BETHESDA,	MD	12/09/92	5333	CSX TRANSPORTATION, INC. - ILA
SCEARCE, J. F.	2	ATLANTA,	GA	01/12/93	5334	APALACHICOLA NORTHERN RR CO. - IAM&AW
HENNECKE, J. F.	2	CHATHAM,	IL	01/28/93	5335	DULUTH, MISSABE & IRON RANGE - UTU
MALIN, M. H.	2	CHICAGO,	IL	12/14/92	5336	NE ILLINOIS REGIONAL COMMUTER - TCU
TWOMEY, D. P.	2	QUINCY,	MA	12/15/92	5337	CSX TRANSPORTATION, INC. - UTU
BENN, E. H.	2	GLENCOE,	IL	12/30/92	5338	CHICAGO & ILLINOIS MIDLAND RR - TCU
FLETCHER, J. C.	2	MT. PROSPECT,	IL	01/22/93	5339	AMTRAK - ATDA
PETERSON, R. E.	2	BRIARCLIFF MNR.,	NY	12/23/92	5340	KANSAS CITY SOUTHERN RWY CO. - TCU
EUKER, W. F.	2	MARENGO,	IL	01/22/93	5341	AMTRAK - ATDA
PROVER, D. E.	2	FARMINGTON HILLS,	MI	01/05/93	5342	PADUCAH & LOUISVILLE RWY, INC. - UTU
SUNTRUP, E. L.	2	EVANSTON,	IL	02/04/93	5343	CSX TRANSPORTATION, INC. - TCU
ZUSMAN, M. E.	2	MUNSTER,	IN	02/18/93	5344	HOUSTON BELT & TERM. RW CO. - TCU

1. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS)
October 1, 1992 to September 30, 1993 (Continued)

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
VAN WART, A. T., SR.	2	WILMINGTON,	DE	01/15/93	5345	ST. LOUIS SW RWY CO. - BLE
PETERSON, R. E.	2	BRIARCLIFF MNR,	NY	01/14/93	5346	AMTRAK - IAM&AW
LAROCCO, J. B.	2	SACRAMENTO,	CA	02/04/93	5347	AMTRAK - UTU
FISHER, A. J.	2	EVANSTON,	IL	01/19/93	5348	NE ILLINOIS REGIONAL COMMUTER - IAM&AW
WALLACE, W. C.	2	NEW YORK,	NY	01/15/93	5349	LONG ISLAND RAIL ROAD - UTU
MUESSIG, E.	2	ARLINGTON,	VA	01/22/93	5350	CHICAGO, CENTRAL & PACIFIC RR - BLE
QUINN, F. X.	2	TULSA,	OK	02/13/93	5351	ATCHISON, TOPEKA & SANTA FE RW - UTU
CLUSTER, H. R.	2	BALTIMORE,	MD	01/28/93	5352	UNION PACIFIC RR - UTU
HARRIS, R. O.	2	WASHINGTON,	DC	01/28/93	5353	FLORIDA EAST COAST RY CO. - FL. FED. OF RR EMP.
HARRIS, R. O.	2	WASHINGTON,	DC	01/28/93	5354	FLORIDA EAST COAST RY CO. - FL. FED. OF RR EMP.
MEYERS, P. R.	2	CHICAGO,	IL	02/26/93	5355	SOO LINE - IBFO
DUFFY, H. G.	2	GALESVILLE,	MD	03/24/93	5356	SOO LINE - IBFO
TWOMEY, D. P.	2	QUINCY,	MA	02/08/93	5357	ILLINOIS CENTRAL RR CO. - UTU
O'BRIEN, T. H.	2	DORCHESTER,	MA	02/08/93	5358	ST. LAWRENCE RR - UTU
SICKLES, J. A.	2	BETHESDA,	MD	03/03/93	5359	METRO NORTH RAILROAD (MTA) - UTU

1. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS)
October 1, 1992 to September 30, 1993 (Continued)

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
PETERSON, R. E.	2	BRIARCLIFF MNR,	NY	02/11/93	5360	CENTRAL VERMONT RW CO. - UTU
SICKLES, J. A.	2	BETHESDA,	MD	02/12/93	5362	BUFFALO & PITTSBURGH RR CO. - UTU
FLETCHER, J. C.	2	MT. PROSPECT,	IL	02/18/93	5363	INDIANA HARBOR BELT RW - IBB
CLUSTER, H. R.	2	BALTIMORE,	MD	02/18/93	5364	UNION PACIFIC RR - UTU
FLETCHER, J. C.	2	MT. PROSPECT,	IL	02/18/93	5365	INDIANA HARBOR BELT RW - UTU
PROVER, D. E.	2	FARMINGTON HILLS,	MI	02/18/93	5366	GREEN BAY & WESTERN RR CO. - UTU
GOLD, C. H.	2	NEW YORK,	NY	02/18/93	5367	ILLINOIS CENTRAL RR CO. - UTU
SUNTRUP, E. L.	2	EVANSTON,	IL	02/24/93	5368	NE ILLINOIS REGIONAL COMMUTER - TCU
LAZAR, J.	2	BOULDER,	CO	02/24/93	5370	SOUTHERN PACIFIC RR CO. - IAM&AW
LIEBERMAN, I. M.	2	STAMFORD,	CT	02/26/93	5371	ATLANTA AND ST.ANDREWS BAY - UTU
MOORE, P. J.	2	OKLAHOMA CITY,	OK	03/04/93	5372	NORFOLK & PORTSMOUTH BELTLINE - UTU
FLETCHER, J. C.	2	MT. PROSPECT,	IL	04/12/93	5373	SOUTHERN PACIFIC RR CO. - TCU
SIMON, B. E.	2	ARLINGTON HTS.,	IL	05/05/93	5374	SOUTHERN PACIFIC RR CO. - IAM&AW
FLETCHER, J. C.	2	MT. PROSPECT,	IL	03/03/93	5375	NE ILLINOIS REGIONAL COMMUTER - IBEW

1. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS)
October 1, 1992 to September 30, 1993 (Continued)

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
PETERSON, R. E.	2	BRIARCLIFF MNR.	NY	03/24/93	5376	RIVER TERMINAL RR CO. - UTU
KLEIN, J. I.	2	CLEVELAND,	OH	03/24/93	5377	RIVER TERMINAL RR CO. - UTU
VAN WART, A. T., JR.	2	SALEM,	NJ	03/04/93	5378	NEW JERSEY TRANSIT RAIL OP., IN - IBF&O
ZUSMAN, M. E.	2	MUNSTER,	IN	03/04/93	5379	SOO LINE - TCU
MIKRUT, J. J., JR.	2	COLUMBIA,	MO	03/05/93	5380	CSX TRANSPORTATION, INC. - IAM&AW
MUESSIG, E.	2	ARLINGTON,	VA	03/05/93	5381	GATEWAY WESTERN RY - BLE
RICHTER, R. G.		CHICAGO,	IL	03/09/93	5382	PADUCAH & LOUISVILLE RWY, INC. - BLE
KELLY, D. T.	2	LIVONIA,	MI	04/05/93	5383	CHICAGO & NORTH WESTERN RW CO. - BLE
SIMON, B. E.	2	ARLINGTON HTS.	IL	03/12/93	5384	TERMINAL RR ASSOC. OF ST. LOUIS - IBBM&BK
HARRIS, R. O.	2	WASHINGTON,	DC	03/12/93	5385	TERM.RY.OF ALA.-ALA.STATE DOCK - BLE
WARSHAW, J. A.	2	BETHESDA,	MD	03/12/93	5386	DULUTH, MISSABE & IRON RANGE - UTU
O'BRIEN, R. M.	2	MILTON,	MA	03/15/93	5387	METRO NORTH RAILROAD (MTA) - UTU
FISHER, A. J.	2	EVANSTON,	IL	03/22/93	5388	ATCHISON, TOPEKA & SANTA FE RW - IBEW
SICKLES, J. A.	2	BETHESDA,	MD	03/23/93	5389	BUFFALO & PITTSBURGH RR CO. - UTU
FISHER, A. J.	2	EVANSTON,	IL	03/24/93	5390	UNION PACIFIC RR - UTU

1. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS)
October 1, 1992 to September 30, 1993 (Continued)

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
RINALDO, T. N.	2	BUFFALO,	NY	03/31/93	5391	PORT AUTHORITY TRANS-HUDSON - BRC
BENN, E. H.	2	GLENCOE,	IL	04/05/93	5392	CSX TRANSPORTATION, INC. - BLE
WALLACE, W. C.	2	NEW YORK,	NY	03/31/93	5393	DULUTH, MISSABE & IRON RANGE - BLE
SCHEINMAN, M. F.	2	BAYSIDE,	NY	03/31/93	5394	CSX TRANSPORTATION, INC. - IAM&AW
EUKER, W. F.	2	MARENGO,	IL	04/05/93	5395	NORFOLK SOUTHERN RW CO. - BLE
GOLD, C. H.	2	NEW YORK,	NY	04/08/93	5396	SOUTHERN PACIFIC RR CO. - BMWE
SIMON, B. E.	2	ARLINGTON HTS.,	IL	04/12/93	5397	NE ILLINOIS REGIONAL COMMUTER - TCU
VERNON, G. H.	2	EAU CLAIRE,	WI	04/15/93	5398	SOUTHERN PACIFIC RR CO. - UTU
LARNEY, G. E.	2	EVANSTON,	IL	04/15/93	5399	TERMINAL RR ASSOC. OF ST. LOUIS - UTU
CLUSTER, H. R.	2	BALTIMORE,	MD	04/15/93	5400	UNION PACIFIC RR VUTU
MARX, H. L., JR.	2	NEW YORK,	NY	04/15/93	5401	CUYAHOGA VALLEY - USWA
PETERSEN, D. A.	2	PITTSBURGH,	PA	04/15/93	5402	UNION RAILWAY CO. - USWA
QUINN, F. X.	2	TULSA,	OK	04/23/93	5403	ATCHISON, TOPEKA & SANTA FE RW - UTU
RICHTER, R. G.	2	CHICAGO,	IL	04/23/93	5404	NE ILLINOIS REGIONAL COMMUTER - UTU
O'BRIEN, R. M.	2	MILTON,	MA	04/23/93	5405	BURLINGTON NORTHERN RR CO. - UTU

1. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS)
October 1, 1992 to September 30, 1993 (Continued)

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
DILAURO, T. J.	2	SPRINGFIELD,	PA	04/05/93	5406	NORFOLK SOUTHERN RW CO. - TCU
CASSLE, J. W.	2	CHEYENNE,	WY	05/06/93	5408	NORFOLK SOUTHERN RW CO. - SMWIA
CASSLE, J. W.	2	CHEYENNE,	WY	05/17/93	5409	NORFOLK SOUTHERN RW CO. - SMWIA
TWOMEY, D. P.	2	QUINCY,	MA	05/20/93	5410	BURLINGTON NORTHERN RR CO. - UTU
COHEN, H.	2	UNIVERSITY HTS.	OH	05/21/93	5411	UNION PACIFIC RR - UTU
RINALDO, T. N.	2	BUFFALO,	NY	05/28/93	5414	METRO NORTH RAILROAD (MTA) - IBEW
HARRIS, R. O.	2	WASHINGTON,	DC	05/28/93	5415	DULUTH, MISSABE & IRON RANGE - UTU
VAN WART, A. T., JR.	2	SALEM,	NJ	05/28/93	5417	NORFOLK SOUTHERN RW CO. - ATDA
LIEBERMAN, I. M.	2	STAMFORD,	CT	05/28/93	5418	SPRINGFIELD TERMINAL-VERMONT - BMWE
FISHER, A. J.	2	EVANSTON,	IL	06/07/93	5419	UNION PACIFIC RR - UTU
MURPHY, M. A.	2	SPRINGFIELD,	VA	06/07/93	5420	UNION PACIFIC RR - UTU
LEFKOW, D. M.	2	CHICAGO,	IL	06/07/93	5421	DULUTH, MISSABE & IRON RANGE - UTU
PETERSON, R. E.	2	BRIARCLIFF MNR.,	NY	06/09/93	5422	KANSAS CITY SOUTHERN RW CO. - BLE
PETERSON, R. E.	2	BRIARCLIFF MNR.,	NY	06/15/93	5423	KANSAS CITY SOUTHERN RW CO. - UTU
PETERSON, R. E.	2	BRIARCLIFF MNR.,	NY	06/15/93	5424	AMTRAK - UTU

1. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS)
October 1, 1992 to September 30, 1993 (Continued)

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
FLETCHER, J. C.	2	MT. PROSPECT,	IL	06/22/93	5425	CSX TRANSPORTATION, INC. - BRC/TCU
ROUKIS, G. S.	2	MANHASSET HILLS,	NY	07/14/93	5426	ELGIN, JOLIET & EASTERN RY CO. - TCU
ROUKIS, G. S.	2	MANHASSET HILLS,	NY	07/14/93	5427	ELGIN, JOLIET & EASTERN RY CO. - TCU
MIKRUT, J. J., JR.	2	COLUMBIA,	MO	06/22/93	5428	CSX TRANSPORTATION, INC. - SMWIA
CANNAVO, J. S.	2	ST. LOUIS,	MO	06/22/93	5429	UNION PACIFIC RR - BLE
HENNECKE, J. F.	2	CHATHAM,	IL	06/22/93	5430	UNION PACIFIC RR - BLE
FLETCHER, J. C.	2	MT. PROSPECT,	IL	08/10/93	5431	CHICAGO SHORT LINE RW CO. - TCU
TWOMEY, D. P.	2	QUINCY,	MA	06/29/93	5432	SOO LINE - UTU
MCALLISTER, R. W.	2	CHICAGO,	IL	09/09/93	5433	CHICAGO & NORTH WESTERN RW CO. - UTU
LIEBERMAN, I. M.	2	STAMFORD,	CT	07/07/93	5434	BURLINGTON NORTHERN RR CO. - UTU
GOLD, C. H.	2	NEW YORK,	NY	07/07/93	5435	CHICAGO S. SHORE & S. BEND - UTU
FLETCHER, J. C.	2	MT. PROSPECT,	IL	07/07/93	5436	BELT RW CO. OF CHICAGO - BMWE
FISHER, A. J.	2	EVANSTON,	IL	07/07/93	5437	CHICAGO, CENTRAL & PACIFIC RR - UTU
WESMAN, E. C.	2	ITHACA,	NY	08/18/93	5438	AMTRAK - ATDA

1. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS)
October 1, 1992 to September 30, 1993 (Continued)

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
BENN, E. H.	2	GLENCOE,	IL	07/16/93	5439	NE ILLINOIS REGIONAL COMMUTER - TCU
LYNCH, F. T.	2	POTOMAC,	MD	09/03/93	5440	CHICAGO & NORTH WESTERN RW CO. - UTU
HARRIS, R. O.	2	WASHINGTON,	DC	07/21/93	5441	CSX TRANSPORTATION, INC. - UTU
LAZAR, J.	2	BOULDER,	CO	07/20/93	5442	BURLINGTON NORTHERN RR CO. - UTU
O'BRIEN, R. M.	2	MILTON,	MA	07/26/93	5444	BURLINGTON NORTHERN RR CO. - BLE
PETERSON, R. E.	2	BRIARCLIFF MNR,	NY	07/28/93	5445	RIVER TERMINAL RR CO. - UTU
FISHER, A. J.	2	EVANSTON,	IL	07/29/93	5446	MIDSOUTH RAIL CORP. - UTU
FLETCHER, J. C.	2	MT. PROSPECT,	IL	07/28/93	5447	ELGIN, JOLIET & EASTERN RY CO. - TCU
CANNAVO, J. S.	2	ST. LOUIS,	MO	08/03/93	5448	MONTANA RAIL LINK - IAM&AW
GOLD, C. H.	2	NEW YORK,	NY	08/03/93	5449	CONRAIL-CONSOLIDATED RAIL CORP. - TWU
SIMON, B. E.	2	ARLINGTON HGTS.,	IL	08/10/93	5451	DULUTH, MISSABE & IRON RANGE - TCU/BRC
LYNCH, F. T.	2	POTOMAC,	MD	08/11/93	5452	SOUTH BUFFALO RW CO. - UTU
SICKLES, J. A.	2	BETHESDA,	MD	08/13/93	5453	AMTRAK - TWU
FLETCHER, J. C.	2	MT. PROSPECT,	IL	08/13/93	5454	BURLINGTON NORTHERN RR CO. - UTU
MISERENDINO, C. R.	2	FAIRFAX,	VA	08/17/93	5455	TERMINAL RR ASSOC. OF ST. LOUIS - UTU

1. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS)
October 1, 1992 to September 30, 1993 (Continued)

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
FLETCHER, J. C.	2	MT. PROSPECT,	IL	08/25/93	5457	NORFOLK SOUTHERN RW CO. - IBEW
SIMON, B. E.	2	ARLINGTON HGTS.,	IL	09/29/93	5458	NORFOLK SOUTHERN RW CO. - IAM&AW
FLETCHER, J. C.	2	MT. PROSPECT,	IL	08/25/93	5459	NORFOLK SOUTHERN RW CO. - IAM&AW
HENNECKE, J. F.	2	CHATHAM,	IL	09/15/93	5460	DULUTH, MISSABE & IRON RANGE - UTU
O'BRIEN, R. M.	2	MILTON,	MA	09/15/93	5461	SPRINGFIELD TERMINAL-VERMONT - IAM&AW
EUKER, W. F.	2	MARENGO,	IL	09/17/93	5462	NORFOLK & WESTERN RY CO. - UTU
VERNON, G. H.	2	EAU CLAIRE,	WI	09/24/93	5464	BURLINGTON NORTHERN RR CO. - BLE
MILLER, R. L.	2	HINSDALE,	IL	09/29/93	5466	SOUTHERN PACIFIC RR CO. - TCU
HARRIS, R. O.	2	WASHINGTON,	DC	09/24/93	5467	CHESAPEAKE & OHIO RW CO. - TCU
RINALDO, T. N.	2	BUFFALO,	NY	09/23/93	5468	ATCHISON, TOPEKA & SANTA FE RW - TCU
MISERENDINO, C. R.	2	FAIRFAX,	VA	09/28/93	5469	PATAPSCO & BACK RIVERS RR CO. - UTU

1 - Procedural
2 - Merits

**2. Arbitrators Appointed--Arbitration Boards, October 1, 1992
to September 30, 1993**

Name	Residence	Date of Appt.	Arb. No.	Parties
John B. Criswell*	Stigler, OK	10-02-92	525	Union Pacific Rail- Road Co. - UTU
Marty E. Zusman*	Highland, IN	10-09-92	526	Elgin, Joliet & Eastern Rwy. Co. - UTU(T)
Louis B. Seltzer	Philadelphia, PA	01-27-93	527	Consolidated Rail Corp. - BLE
William E. Fredenberger	Stafford, VA	01-29-93	528	Consolidated Rail Corp. - UTU
John B. Criswell*	Stigler, OK	02-01-93	529	Union Pacific Railroad Co. - UTU(C,T&E)
George Wallin*	St. Paul, MN	02-24-93	530	Duluth, Missabe & Iron Range Rwy. - UTU/BLE
George Wallin*	St. Paul, MN	03-03-93	531	Duluth, Missabe & Iron Range Rwy. - UTU/BLE
Robert O. Harris	Washington, DC	03-04-93	532	Soo-Milwaukee - UTU
Don B. Hays*	Sherman, TX	04-14-93	533	CSX Transportation, Inc. (Former L&N) - UTU
Robert O'Brien*	Milton, MA	04-23-93	534	Union Pacific RR - BLE
Robert O'Brien*	Milton, MA	04-23-93	535	Union Pacific RR - BLE
David P. Twomey*	Chestnut Hill, MA	05-08-93	536	Soo Line - UTU
Rodney E. Dennis*	Palm Beach Gardens, FL	07-23-93	537	Burlington Northern Railroad - BRS
Elizabeth Wesman*	Ithaca, NY	08-25-93	538	Elgin, Joliet and Eastern Railway Co. - TCIU
Joseph Carberry*	Rio Verde, AZ	09-03-93	539	Union Pacific RR Co. - BLE
John C. Fletcher*	Mt. Prospect, IL	09-03-93	540	Elgin, Joliet and Eastern Railway Co. - UTU
Robert Peterson*	Briarcliff Manor, NY	09-09-93	541	Southern Pacific Transportation (Western Lines) - ATDD/BLE

* Selected by the parties.

3. NEUTRALS APPOINTED - SPECIAL BOARDS OF ADJUSTMENT
October 1, 1992 to September 30, 1993

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
HAYS, D. B.	2	SHERMAN,	TX	08/20/93	0910	CONRAIL-CONSOLIDATED RAIL CORP. - UTU
MIKRUT, J. J., JR.	2	COLUMBIA,	MO	06/21/93	0928	AMTRAK - BLE
RINALDO, T. N.	2	BUFFALO,	NY	06/29/93	0985	NEW JERSEY TRANSIT RAIL OP., IN - IBEW
BUCHHEIT, S. E.	2	PHILADELPHIA,	PA	09/13/93	1001	METRO NORTH RAILROAD (MTA) - ARSA
COOK, J., JR.	2	PORTLAND,	OR	09/01/93	1032	SOUTHERN PACIFIC RR CO. - UTU
BUCHHEIT, S. E.	2	PHILADELPHIA,	PA	08/31/93	1043	NEW JERSEY TRANSIT RAIL OP., IN - UTU
SKONIER, J. M.	2	NORRISTOWN,	PA	12/18/92	1065	METRO NORTH RAILROAD (MTA) - BRS
DUFFY, H. G.	2	GALESVILLE,	MD	02/18/93	1066	AMTRAK - IAM&AW
EISCHEN, D. E.	2	ITHACA,	NY	03/16/93	1067	METRO NORTH RAILROAD (MTA) - UTU
KAPLAN, I.	2	BETHESDA,	MD	03/23/93	1068	AMTRAK - TCU
DUFFY, H. G.	2	GALESVILLE,	MD	07/20/93	1070	AMTRAK - TCU
COOK, J., JR.	2	PORTLAND,	OR	09/10/93	1071	SOUTHERN PACIFIC RR CO. - UTU

2 - Merits

4. Neutrals Nominated Pursuant to Union Shop Agreements, October 1, 1992
to September 30, 1993

Name	Residence	Date of Appt.	Individual Carrier/Union Involved
NONE			

5. Referees Selected--System Boards of Adjustment (Airlines), October 1, 1992 to September 30, 1993

Name	Residence	Date of Panel	Parties
Herbert Fishgold*	Washington, DC	01-21-03	ABX Air, Inc. - IBT
George S. Ives*	Sarasota, FL	03-12-93	ABX Air, Inc. - IBT
William H. Holley Jr.*	Auburn University, AL	05-03-93	ABX Air, Inc. - IBT
Two Panels submitted but no arbitrator selected		06-22-93	Aeroperu - IAM&AW
Panel submitted but no arbitrator selected		06-22-93	Aeroperu - IAM&AW
Panel submitted but no arbitrator selected		07-06-93	Aeroperu - IAM&AW
Nicholas H. Zumas	Washington, DC	06-22-93	AFA/Service Charge Objection
Panel submitted but no arbitrator selected		01-06-93	Air Canada - IBT
Panel submitted but no arbitrator selected		04-21-93	Air Canada - IBT
Panel submitted but no arbitrator selected		05-10-93	Air Canada - IBT
Robert A. Creo*	Pittsburgh, PA	05-10-93	Air Canada - IBT
Edward Goggins*	Highland Hts., KY	05-28-93	Air Canada - IBT
Four Panels submitted but dispute was settled prior to selection of an arbitrator		10-09-92	Air India - IBT
George Nicolau*	New York, NY	11-30-92	Air India - IBT
George Nicolau*	New York, NY	11-30-92	Air India - IBT
Panel submitted but dispute was settled prior to selection of an arbitrator		12-08-92	Air India - IBT
Robert Douglas*	Woodmere, NY	01-13-93	Air India - IBT
Two Panels submitted but no arbitrator selected		03-09-93	Air India - CWA
Two Panels submitted but no arbitrator selected		03-09-93	Air India - CWA
Ralph S. Berger*	Brooklyn, NY	09-17-93	Air India - IBT
Scott Buchheit*	Haddonfield, NJ	03-05-93	Air Jamaica - TCIU
Two Panels submitted but no arbitrator selected		10-29-92	Alaska Airlines - AFA
Two Panels submitted but no arbitrator selected		12-15-92	Alaska Airlines - AFA
Panel submitted but no arbitrator selected		12-22-92	Alaska Airlines - AFA
Panel submitted but no arbitrator selected		01-14-93	Alaska Airlines - AFA
Panel submitted but no arbitrator selected		01-27-93	Alaska Airlines - AFA
Panel submitted but no arbitrator selected		02-05-93	Alaska Airlines - AFA
Panel submitted but no arbitrator selected		03-02-93	Alaska Airlines - AFA
Panel submitted but no arbitrator selected		04-17-93	Alaska Airlines - AFA
Three panels submitted but no arbitrator selected		04-19-93	Alaska Airlines - AFA
Suzanne R. Butler*	Chevy Chase, MD	05-10-93	Alaska Airlines - AFA

* Selected from a panel submitted by the National Mediation Board.

5. Referees Selected--System Boards of Adjustment (Airlines), October 1, 1992
to September 30, 1993 -- Continued

Name	Residence	Date of Panel	Parties
Two Panels submitted but no arbitrator selected		06-07-93	Alaska Airlines - AFA
Two Panels submitted but no arbitrator selected		08-24-93	Alaska Airlines - AFA
Two Panels submitted but no arbitrator selected		09-10-93	Alaska Airlines - AFA
Five Panels submitted but no arbitrator selected		08-11-93	Allegheny Commuter - AFA
Scott Buchheit	Haddonfield, NJ	09-17-93	Allegheny Commuter - AFA
One Panel submitted but no arbitrator selected		_____	Atlantic Coast - ALPA
Robert O. Harris*	Washington, DC	_____	Atlantic Coast - ALPA
Charles H. Frost*	Tampa, FL	12-08-92	Atlantic Southeast - ALPA
Panel submitted but dispute was settled by the parties prior to selection of arbitrator.		01-12-93	Atlantic Southeast - ALPA
James Harkless*	Washington, DC	03-16-93	Atlantic Southeast - ALPA
Panel submitted but no arbitrator selected		03-16-93	Atlantic Southeast - ALPA
Panel submitted but no arbitrator selected		03-16-93	Atlantic Southeast - ALPA
Jack Clark*	Tuscaloosa, AL	05-18-93	Atlantic Southeast - ALPA
Jack Clark*	Tuscaloosa, AL	05-18-93	Atlantic Southeast - ALPA
Jack Clark*	Tuscaloosa, AL	05-18-93	Atlantic Southeast - ALPA
Lawrence Holden*	Lincoln, MA.	07-15-93	Atlantic Southeast - ALPA
Panel submitted but no arbitrator selected		07-15-93	Atlantic Southeast - ALPA
Panel submitted but dispute was settled by the parties prior to selection of arbitrator		12-28-92	Aviation Associates - ALPA
Panel submitted but was withdrawn prior to selection of arbitrator		_____	CCAir, Inc. - ALPA
Robert Williams*	Charlotte, NC.	_____	CCAir, Inc. - ALPA
Herbert Fishgold*	Washington, DC	08-13-93	Comair, Inc. - ALPA
Lawrence Holden*	Lincoln, MA.	08-16-93	Comair, Inc. - ALPA
John Dunsford*	08-16-93		Comair, Inc. - ALPA
William Eaton*	San Francisco, CA.	03-02-93	Hawaiian Airlines - ALPA
Charles Rehmus*	Poway, CA.	03-02-93	Hawaiian Airlines - ALPA
Albert Epstein*	North Brook, IL.	03-03-93	Henson Aviation - IAM&AW
Scott Buchheit*	Haddonfield, NJ.	03-03-93	Henson Aviation - IAM&AW
William Holly, Jr.*	Auburn University, CA.	03-11-93	Henson Aviation - IAM&AW
William Holly, Jr.*	Auburn University, CA.	03-19-93	Henson Aviation - IAM&AW
Walter Wallace*	New York, NY	_____	Henson Aviation - IAM&AW
Herbert Fishgold*	Washington, DC	04-07-93	Henson Aviation - IAM&AW
James Sherman*	Tampa, FL.	04-07-93	Henson Aviation - IAM&AW
Charles Feigenbaum*	Wheaton, MD.	04-07-93	Henson Aviation - IAM&AW

* Selected from a panel submitted by the National Mediation Board.

5. Referees Selected--System Boards of Adjustment (Airlines), October 1, 1992
to September 30, 1993 -- Continued

Name	Residence	Date of Panel	Parties
Jack Clark*	Tuscaloosa, AL	11-23-93	LAB Airlines - IBT
Marilyn M. Levine*	Valley Stream, NY	05-03-93	Lasca Airlines - IBT
Two Panels submitted but dispute resolved prior to selection of an arbitrator		12-29-92	Metroflight, Inc. - ALPA
Charles H. Frost*	Tampa, FL.	04-07-93	SHSA Air - IAM
James P. O'Grady*	St. Louis, MO.	12-10-92	Simmons Airlines - ALPA
Anthony Sinicropi	Iowa City, IA.	12-28-92	Simmons Airlines - ALPA
Anne H. Miller*	Glenview, IL	04-07-93	Simmons Airlines - ALPA
Gilbert Vernon*	Eau Claire, WI	04-07-93	Simmons Airlines - ALPA
Jay C. Fogelberg*	Edina, MN.	04-07-93	Simmons Airlines - ALPA
James Jones*	Madison, WI.	05-05-93	Simmons Airlines - ALPA
William Eaton*	San Francisco, CA.	05-05-93	Simmons Airlines - ALPA
Panel submitted but no arbitrator was selected		06-04-93	Simmons Airlines - ALPA
Panel submitted but no arbitrator was selected		07-09-93	Simmons Airlines - ALPA
Panel submitted but no arbitrator was selected		08-24-93	Simmons Airlines - ALPA
Panel submitted but no arbitrator was selected		08-16-93	Simmons Airlines - ALPA
Edward A. Perales*	Philadelphia, PA	09-02-93	Trans World Express - IBT
Preston Moore*	Oklahoma City, OK.	04-30-93	United Airlines - ALPA
Panel submitted but dispute settled prior to selection of arbitrator		02-08-93	United Parcel Ser. - IBT
Charles J. Coleman*	Camden, NJ	06-15-93	United Parcel Ser. - IBT
William Fredenberger*	Stafford, VA	01-05-93	USAIR, Inc. - IAM&AW
William Fredenberger*	Stafford, VA	01-05-93	USAIR, Inc. - IAM&AW
Jean McKelvey*	Rochester, NY.	01-14-93	USAIR, Inc. - IAM&AW
Robert O. Harris*	Washington, DC	01-29-93	USAIR, Inc. - IAM&AW
Robert Lubic*	Washington, DC	01-29-93	USAIR, Inc. - IAM&AW
Harold Jones*	Atlanta, GA.	01-19-92	USAIR, Inc. - IAM&AW
Joseph Sickles*	Bethesda, MD	02-05-93	USAIR, Inc. - IAM&AW
Robert O. Harris*	Washington, DC	03-08-93	USAIR, Inc. - IAM&AW
Robert O'Brien*	Milton, MA	04-26-93	USAIR, Inc. - IAM&AW
Richard Kasher*	Bryn Manor, PA	05-03-93	USAIR, Inc. - IAM&AW
Jacob Seidenberg*	Falls Church, VA		USAIR, Inc. - IAM&AW
Robert O'Brien*	Milton, MA		USAIR, Inc. - IAM&AW

* Selected from a panel submitted by the National Mediation Board.

5. Referees Selected--System Boards of Adjustment (Airlines), October 1, 1992
to September 30, 1993 -- Continued

Name	Residence	Date of Panel	Parties
Two Panels submitted but no arbitrator selected		07-20-93	USAIR, Inc. - IAM&AW
Frances R. Walsh*	San Francisco, CA	09-02-93	USAIR, Inc. - IAM&AW
Joseph Sickles	Bethesda, MD.	06-14-93	World Airways - IBT

* Selected from a panel submitted by the National Mediation Board.

**5a. Neutrals Appointed Pursuant to Interstate Commerce Commission's Orders,
October 1, 1992 to September 30, 1993**

Name	Residence	Date of Appt.	Parties
Irwin M. Lieberman	Stamford, CT	10-05-92	Delaware & Hudson Rwy. Co. - TCIU
William A. Fredenberger	Stafford, VA	12-11-92	Southern Pacific Transportation Co. - IAM&AW
Irwin M. Lieberman	Stamford, CT	12-31-92	Norfolk & Western Railway Co. - UTU
Marty E. Zusman	Highland, IN	01-15-93	Chicago & NorthWestern Transportation - IBEW
Preston J. Moore	Oklahoma City, OK	03-24-93	Union Pacific-UTU(E) & BLE
Rodney E. Dennis	Palm Beach Gardens, FL	04-07-93	Long Island Rail Road - SMWIA
Rodney E. Dennis	Palm Beach Gardens, FL	04-15-93	CSX Transportation, Inc. - TCIU
Robert O. Harris	Washington, DC	05-07-93	Fox Valley & Western Ltd. - UTU
Herbert L. Marx, Jr.	New York, NY	05-07-93	Fox Valley & Western Ltd. - BRS/UTU
Joseph E. Sickles	Bethesda, MD	05-07-93	Fox Valley & Western Ltd. - TCIU/UTU
Irwin M. Lieberman	Stamford, CT	05-07-93	Fox Valley & Western Ltd. - BLE/UTU
Hugh Duffy	Deale, MD	05-07-93	Fox Valley & Western Ltd. - IAM/UTU
Hugh Duffy	Deale, MD	08-12-93	CSX Transportation, Inc. - IAM
George Roukis	Hampstead, NY	08-16-93	CSX Transportation, Inc. - IAM
John B. LaRocco	Sacramento, CA	08-27-93	Union Pacific Railroad - UTU
Marty E. Zusman	Highland, IN	08-27-93	Chicago & NorthWestern Transportation - IBEW

5b. Referees Selected--System Boards of Adjustment (Railroads),
October 1, 1992 to September 30, 1993

Name	Residence	Date of Panel	Parties
Panel submitted but no arbitrator selected		07-28-93	CSX Transportation - TCIU
Panel submitted but no arbitrator selected		03-09-93	NRLC - TCIU

APPENDIX B

TABLES 1-5

FY 1994

APPENDIX B - FY 1994

1. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS) October 1, 1993 to September 30, 1994

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
SCHEINMAN, M. F.	2	MANHASSET,	NY	02/28/94	3783	AMTRAK - JCC
MOORE, P. J.	2	OKLAHOMA CITY,	OK	04/29/94	4462	SPRINGFIELD TERMINAL - VERMONT UTU
O'BRIEN, R. M.	2	MILTON,	MA	07/13/94	4462	SPRINGFIELD TERMINAL - VERMONT UTU
PETERSON, R. E.	2	BRIARCLIFF MNR,	NY	07/13/94	4462	SPRINGFIELD TERMINAL - VERMONT UTU
MIKRUT, J. J., JR.	2	COLUMBIA,	MO	08/02/94	4462	SPRINGFIELD TERMINAL - VERMONT UTU
RINALDO, T. N.	2	BUFFALO,	NY	02/10/94	4551	PORT AUTHORITY TRANS - HUDSON TWU
QUINN, F. X.	2	TULSA,	OK	03/16/94	5056	ATCHISON, TOPEKA & SANTA FE - UTU (ENGINEERS)
SIMON, B. E.	2	ARLINGTON HTS,	IL	12/15/93	5198	ATLANTA AND ST.ANDREWS BAY - IAM&AW
VAN WART, ARTHUR, T.	2	BROOKSVILLE,	FL	09/20/94	5199	ALABAMA STATE DOCKS - ILA
ZUSMAN, M. E.	2	HIGHLAND,	IN	06/08/94	5361	CUYAHOGA VALLEY - UTU
WARSHAW, J. A.	2	BETHESDA,	MD	10/08/93	5369	PHILA., BETHLEHEM & NEW ENG. - UTU
LIEBERMAN, I. M.	2	STAMFORD,	CT	07/18/94	5407	ATCHISON, TOPEKA & SANTA FE - UTU

1. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS)
October 1, 1993 to September 30, 1994 (Continued)

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
FISHER, A. J.	2	EVANSTON,	IL	10/06/93	5413	ELGIN, JOLIET & EASTERN RY - UTU
BENN, E. H.	2	GLENCOE,	IL	12/09/93	5416	CSX TRANSPORTATION, INC. - UTU
TWOMEY, D. P.	2	QUINCY,	MA	06/08/94	5443	ILLINOIS CENTRAL RR CO. - UTU
VAN WART, ARTHUR, T.	2	BROOKSVILLE,	FL	11/19/93	5446	NORFOLK SOUTHERN RWY CO. - BLE
WARSHAW, J. A.	2	BETHESDA,	MD	04/26/94	5449	CONRAIL-CONSOLIDATED RAIL - TWU
VAN WART, ARTHUR, T.	2	BROOKSVILLE,	FL	03/22/94	5456	NORFOLK & WESTERN RY CO. - BLE
MISERENDINO, C. R.	2	FAIRFAX,	VA	11/01/93	5463	AMTRAK - UTU
FLETCHER, J. C.	2	MT. PROSPECT,	IL	11/24/93	5465	NORFOLK SOUTHERN RWY CO. - IAM&AW
FLETCHER, J. C.	2	MT. PROSPECT,	IL	10/08/93	5470	NY, SUSQUEHANNA & WESTERN RWY - UTU
FISCHBACH, C. P.	2	CHICAGO,	IL	10/08/93	5471	CSX TRANSPORTATION, INC. - UTU
O'BRIEN, R. M.	2	MILTON,	MA	10/20/93	5472	SOO LINE - BLE
DENNIS, R. E.	2	PALM BEACH GDN,	FL	10/28/93	5473	SOUTHERN PACIFIC RR CO. - TCU
O'BRIEN, R. M.	2	MILTON,	MA	10/28/93	5474	FLORIDA EAST COAST RY CO. - FFRE

1. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS)
October 1, 1993 to September 30, 1994 (Continued)

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
PETERSON, R. E.	2	BRIARCLIFF MNR,	NY	01/04/94	5475	RIVER TERMINAL RR CO. - UTU
COOK, J., JR.	2	PORTLAND,	OR	11/02/93	5477	SOUTHERN PACIFIC RR CO. - UTU
CLUSTER, H. R.	2	BALTIMORE,	MD	11/04/93	5478	BURLINGTON NORTHERN RR CO. - UTU
FLETCHER, J. C.	2	MT. PROSPECT,	IL	11/04/93	5479	NORFOLK SOUTHERN RWY CO. - IAM&AW
SCEAPCE, J. F.	2	ATLANTA,	GA	11/16/93	5480	CSX TRANSPORTATION, INC. - TCU
VAN WART, ARTHUR T.	1	BROOKSVILLE,	FL	11/16/93	5481	CSX TRANSPORTATION, INC. - TCU
STRUNCK, T. F.	2	PALM COAST,	FL	11/16/93	5482	CSX TRANSPORTATION, INC. - TCU
HARRIS, R. O.	2	WASHINGTON,	DC	11/19/93	5483	PADUCAH & LOUISVILLE RWY, - UTU
HARRIS, R. O.	2	WASHINGTON,	DC	11/29/93	5484	CSX TRANSPORTATION, INC. - ILA
BENN, E. H.	2	GLENCOE,	IL	11/30/93	5485	N. INDIANA COMM. TRANSP. - TCU
LIEBERMAN, I. M.	2	STAMFORD,	CT	12/20/93	5486	UNION PACIFIC RR - UTU
O'BRIEN, R. M.	2	MILTON,	MA	12/20/93	5487	UNION PACIFIC RR - UTU
FLETCHER, J. C.	2	MT. PROSPECT,	IL	12/01/93	5488	SOUTHERN PACIFIC RR CO. - IBEW

1. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS)
October 1, 1993 to September 30, 1994 (Continued)

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
FLETCHER, J. C.	2	MT. PROSPECT,	IL	12/01/93	5489	SOUTHERN PACIFIC RR CO. - IBEW
EISCHEN, D. E.	2	ITHACA,	NY	12/02/93	5490	LONG ISLAND RAIL ROAD - TCU
KELLY, R. M.	2	NEW YORK,	NY	12/03/93	5491	LONG ISLAND RAIL ROAD - IRSA
TWOMEY, D. P.	2	QUINCY,	MA	12/03/93	5492	LONG ISLAND RAIL ROAD - IRSA
SCHEINMAN, M. F.	2	MANHASSET,	NY	01/12/94	5493	NE ILLINOIS REGIONAL COMMUTER - TCU
FLETCHER, J. C.	2	MT. PROSPECT,	IL	12/09/93	5495	ILLINOIS CENTRAL RR CO. - BMWE
HARRIS, R. O.	2	WASHINGTON,	DC	12/14/93	5496	LONG ISLAND RAIL ROAD - UTU
QUINN, F. X.	2	TULSA,	OK	02/17/94	5497	DAKOTA, MINN. & EASTERN RR - UTU
MISERENDINO, C. R.	2	FAIRFAX,	VA	12/20/93	5498	CSX TRANSPORTATION, INC. - TCU
FISHER, A. J.	2	EVANSTON,	IL	12/29/93	5499	BURLINGTON NORTHERN RR CO. - UTU
VAN WART, ARTHUR T.	2	BROOKSVILLE,	FL	12/29/93	5500	NORFOLK & WESTERN RY CO. - UTU
LIEBERMAN, I. M.	2	STAMFORD,	CT	12/29/93	5501	NORFOLK & WESTERN RY CO. - UTU
SUNTRUP, E. L.	2	EVANSTON,	IL	01/13/94	5502	SOUTHERN PACIFIC RR CO. - IBFO

1. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS)
October 1, 1993 to September 30, 1994 (Continued)

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
DUFFY, H. G.	2	DEALE,	MD	01/13/94	5503	SOUTHERN PACIFIC RR CO. - IBFO
PETERSEN, D. A.	2	PITTSBURGH,	PA	01/25/94	5504	UNION RAILROAD - PITTSBURGH UNITED STEELWORKERS
ZUSMAN, M. E.	2	HIGHLAND,	IN	01/25/94	5505	CHICAGO & NORTH WESTERN Rwy - INTL BRO OF ELEC WKR
LIEBERMAN, I. M.	2	STAMFORD,	CT	01/28/94	5507	NORFOLK & WESTERN RY CO. - UTU
MARX, H. L., JR.	2	NEW YORK,	NY	01/28/94	5508	ATCHISON, TOPEKA & SANTA FE - IBB
ZUSMAN, M. E.	2	HIGHLAND,	IN	02/10/94	5509	ELGIN, JOLIET & EASTERN RY - TCU
MEYERS, P. R.	2	CHICAGO,	IL	02/10/94	5510	CSX TRANSPORTATION, INC. - BMWE
PETERSON, R. E.	2	BRIARCLIFF MNR,	NY	02/08/94	5511	KANSAS CITY SOUTHERN RW CO. - BRC/TCU
MARX, H. L., JR.	2	NEW YORK,	NY	03/16/94	5512	AMTRAK - BMWE
MUESSIG, E.	2	ARLINGTON,	VA	02/10/94	5513	SOUTHERN PACIFIC RR CO. - BLE
DENNIS, R. E.	2	NEW YORK,	NY	02/10/94	5514	UNION PACIFIC RR - ARSA/TCU
O'BRIEN, R. M.	2	MILTON,	MA	02/18/94	5515	BURLINGTON NORTHERN RR CO. - UTU
TWOMEY, D. P.	2	QUINCY,	MA	02/18/94	5516	BURLINGTON NORTHERN RR CO. - UTU

1. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS)
October 1, 1993 to September 30, 1994 (Continued)

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
PETERSON, R. E.	2	BRIARCLIFF MNR,	NY	02/18/94	5517	ATCHISON, TOPEKA & SANTA FE - IBEW
WESMAN, E. C.	2	ITHACA,	NY	02/18/94	5518	CHICAGO & NORTH WESTERN RW - BRC/TCU
WESMAN, E. C.	2	ITHACA,	NY	02/18/94	5519	CHICAGO & NORTH WESTERN RW - BRC/TCU
HARRIS, R. O.	2	WASHINGTON,	DC	02/18/94	5520	BUFFALO & PITTSBURGH RR CO. - UTU
DUFFY, H. G.	2	DEALE,	MD	02/18/94	5521	CHICAGO & NORTH WESTERN RW - IBFO
LIEBERMAN, I. M.	2	STAMFORD,	CT	02/18/94	5522	CSX TRANSPORTATION, INC. - BRC
LIEBERMAN, I. M.	2	STAMFORD,	CT	02/18/94	5523	CSX TRANSPORTATION, INC. - BRC
PETERSON, R. E.	2	BRIARCLIFF MNR,	NY	05/03/94	5524	CUYAHOGA VALLEY - UTU
STRUNCK, T. F.	2	PALM COAST,	FL	02/23/94	5525	UNION PACIFIC RR - SMWI
PETERSON, R. E.	2	BRIARCLIFF MNR,	NY	02/23/94	5526	ELGIN, JOLIET & EASTERN RY - UTU
O'BRIEN, R. M.	2	MILTON,	MA	02/25/94	5527	SPRINGFIELD TERMINAL RWY CO. - BLE
FREDENBERGER, W.E. JR.	1	STAFFORD,	VA	02/25/94	5528	CSX TRANSPORTATION, INC. - UTU
FREDENBERGER, W.E. JR.	2	STAFFORD,	VA	02/25/94	5529	CSX TRANSPORTATION, INC. - UTU

1. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS)
October 1, 1993 to September 30, 1994 (Continued)

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
WESMAN, E. C.	2	ITHACA,	NY	02/25/94	5530	CSX TRANSPORTATION, INC. - TCU
DENNIS, R. E.	2	PALM BEACH GDN,	NY	02/28/94	5531	UNION PACIFIC RR - IBEW
DUFFY, H. G.	2	DEALE,	MD	02/28/94	5532	CSX TRANSPORTATION, INC. - TCU
MCALLISTER, R. W.	2	CHICAGO,	IL	03/03/94	5533	ILLINOIS CENTRAL RR CO. - IAM&AW
SIMONS, J.	2	NEW YORK,	NY	07/06/94	5534	SOUTHERN PACIFIC RR CO. - TCU
HAYS, D. B.	2	SHERMAN,	TX	03/04/94	5536	UNION PACIFIC RR - UTU
ZUSMAN, M. E.	2	HIGHLAND,	IN	04/28/94	5537	CUYAHOGA VALLEY - UTU
KELLY, D. T.	2	LIVONIA,	MI	06/08/94	5538	GRAND TRUNK WESTERN RW CO. - SMWI
MALIN, M. H.	2	CHICAGO,	IL	03/08/94	5539	NE ILLINOIS REGIONAL COMMUTER - BRC/TCU
SIMON, B. E.	1	ARLINGTON HTS,	IL	03/09/94	5540	BURLINGTON NORTHERN RR CO. - BRS
MISERENDINO, C. R.	2	FAIRFAX,	VA	05/13/94	5541	NORFOLK & WESTERN RY CO. - UTU
O'BRIEN, R. M.	1	MILTON,	MA	03/16/94	5542	CONRAIL-CONSOLIDATED RAIL - BMWE
MASON, J. E.	1	PALM COAST,	FL	03/17/94	5543	PADUCAH & LOUISVILLE RWY - BRS

1. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS)
October 1, 1993 to September 30, 1994 (Continued)

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
EISCHEN, D. E.	2	ITHACA,	NY	03/17/94	5544	ELGIN, JOLIET & EASTERN RY - BRC/TCU
MOORE, P. J.	2	OKLAHOMA CITY,	OK	03/17/94	5545	NORFOLK & PORTSMOUTH BELTLINE - BMWE
MEYERS, P. R.	2	CHICAGO,	IL	04/15/94	5546	ILLINOIS CENTRAL RR CO. - BMWE
TWOMEY, D. P.	2	QUINCY,	MA	08/22/94	5547	ELGIN, JOLIET & EASTERN RY - UTU
PETERSON, R. E.	2	BRIARCLIFF MNR,	NY	03/22/94	5548	DE QUEEN & EASTERN RR CO. - UTU
VAN WART, A. THOMAS	2	PENNSVILLE,	NJ	04/01/94	5549	INDIANA HARBOR BELT RW - UTU
FISHER, A. J.	2	EVANSTON,	IL	04/07/94	5550	KANSAS CITY SOUTHERN RW CO. - UTU
PETERSON, R. E.	2	BRIARCLIFF MNR,	NY	08/31/94	5551	RIVER TERMINAL RR CO. - UTU
KLEIN, J. I.	2	CLEVELAND,	OH	04/04/94	5552	CSX TRANSPORTATION, INC. - ILA
SICKLES, J. A.	2	BETHESDA,	MD	04/01/94	5553	AMTRAK - ARSA/TCU
WALLIN, G. E.	2	ST. PAUL,	MN	04/04/94	5554	DULUTH, MISSABE & IRON RANGE - TCU
PETERSON, R. E.	2	BRIARCLIFF MNR,	NY	04/07/94	5556	ALTON & SOUTHERN - UTU
MIKRUT, J. J., JR.	2	COLUMBIA,	MO	04/07/94	5557	UNION PACIFIC RR - BMWE

1. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS)
October 1, 1993 to September 30, 1994 (Continued)

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
MALIN, M. H.	2	CHICAGO,	IL	04/07/94	5558	UNION PACIFIC RR - BRC/TCU
TWOMEY, D. P.	2	QUINCY,	MA	04/14/94	5559	ILLINOIS CENTRAL RR CO. - BLE
PETERSON, R. E.	2	BRIARCLIFF MNR,	NY	08/31/94	5560	RIVER TERMINAL RR CO. - UTU
CLUSTER, H. R.	2	BALTIMORE,	MD	04/12/94	5561	ATCHISON, TOPEKA & SANTA FE - UTU
CRISWELL, J. B.	2	STIGLER,	OK	05/31/94	5562	NORFOLK & WESTERN RY CO. - UTU
O'BRIEN, R. M.	2	MILTON,	MA	04/12/94	5563	UNION PACIFIC RR - BLE
MALIN, M. H.	2	CHICAGO,	IL	04/15/94	5564	NE ILLINOIS REGIONAL COMMUTER - BMWE
EISCHEN, D. E.	2	ITHACA,	NY	04/18/94	5565	NE ILLINOIS REGIONAL COMMUTER - BRS
EISCHEN, D. E.	1	ITHACA,	NY	04/20/94	5566	SOUTHERN PACIFIC RR CO. - BLE
EISCHEN, D. E.	2	ITHACA,	NY	04/22/94	5567	UNION PACIFIC RR - BMWE
EISCHEN, D. E.	2	ITHACA,	NY	04/28/94	5568	SOUTHERN PACIFIC RR CO. - BRS
MISERENDINO, C. R.	1	FAIRFAX,	VA	05/03/94	5569	BANGOR & AROOSTOOK RR CO. - BRC/TCU
RICHTER, R. G.	2	CHICAGO,	IL	05/04/94	5570	ATCHISON, TOPEKA & SANTA FE - IAM&AW

1. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS)
October 1, 1993 to September 30, 1994 (Continued)

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
HARRIS, R. O.	2	WASHINGTON,	DC	04/29/94	5571	BUFFALO & PITTSBURGH RR CO. - UTU
MIKRUT, J. J., JR.	2	COLUMBIA,	MO	05/10/94	5572	INDIANA HARBOR BELT RW - SMWIA
SCHEINMAN, M. F.	1	MANHASSET,	NY	05/12/94	5573	CONRAIL-CONSOLIDATED RAIL - TWU
MISERENDINO, C. R.	2	FAIRFAX,	VA	05/13/94	5574	NORFOLK SOUTHERN RW CO. - BRS
TWOMEY, D. P.	2	QUINCY,	MA	05/18/94	5575	ALABAMA STATE DOCKS TERM RWY - IBEW
TWOMEY, D. P.	2	QUINCY,	MA	05/18/94	5576	CONRAIL-CONSOLIDATED RAIL - IBEW
SIMON, B. E.	2	ARLINGTON HTS,	IL	05/18/94	5577	AMTRAK - UTU
FISHER, A. J.	2	EVANSTON,	IL	05/18/94	5578	NEW ORLEANS PUBLIC BELT RR - UTU
MUESSIG, E.	2	ARLINGTON,	VA	05/18/94	5579	CSX TRANSPORTATION, INC. - BRC/TCU
SIMON, B. E.	2	ARLINGTON HTS,	IL	05/19/94	5580	ALTON & SOUTHERN - IAM&AW
KLEIN, J. I.	2	CLEVELAND,	OH	05/24/94	5581	WHEELING & LAKE ERIE RAIL - UTU
TWOMEY, D. P.	2	QUINCY,	MA	05/24/94	5582	TERM.RY.-ALA.- ALA.STATE DOCK - UTU
CLONEY, J. E.	2	PARK RIDGE,	IL	06/02/94	5583	MISSOURI PACIFIC RR CO. - BRC/TCU

1. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS)
October 1, 1993 to September 30, 1994 (Continued)

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
COOK, J., JR.	2	PORTLAND,	OR	06/03/94	5584	ATCHISON, TOPEKA & SANTA FE - UTU
TWOMEY, D. P.	2	QUINCY,	MA	06/08/94	5585	ILLINOIS CENTRAL RR CO. - UTU
SIMON, B. E.	2	ARLINGTON HTS,	IL	06/08/94	5586	AMTRAK - UTU
TWOMEY, D. P.	2	QUINCY,	MA	06/10/94	5589	UNION PACIFIC RR - BLE
MARX, H. L., JR.	2	NEW YORK,	NY	06/15/94	5590	BIRMINGHAM SOUTHERN RR CO. - USWA
SIMON, B. E.	2	ARLINGTON HTS,	IL	06/16/94	5591	NEW JERSEY TRANSIT RAIL - IBFO
DUFFY, H. G.	2	DEALE,	MD	06/20/94	5592	CSX TRANSPORTATION, INC. - IBBB
FISHER, A. J.	2	EVANSTON,	IL	06/20/94	5593	SOUTHERN PACIFIC RR CO. - UTU
PETERSEN, D. A.	2	PITTSBURGH,	PA	06/20/94	5594	UNION RAILROAD-PITTSBURGH - UTU
FLETCHER, J. C.	2	MT. PROSPECT,	IL	07/06/94	5595	CHICAGO & NORTH WESTERN RW - TCU
RINALDO, T. N.	2	BUFFALO,	NY	07/06/94	5596	PORT AUTHORITY TRANS-HUDSON - IBEW
MEYERS, P. R.	2	CHICAGO,	IL	07/14/94	5597	NE ILLINOIS REGIONAL COMMUTER - IBFO
SCHEINMAN, M. F.	2	MANHASSET,	NY	07/06/94	5598	LONG ISLAND RAIL ROAD - IBFO

1. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS)
October 1, 1993 to September 30, 1994 (Continued)

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
MEYERS, P. R.	2	CHICAGO,	IL	07/08/94	5600	ELGIN, JOLIET & EASTERN RY - BMWE
MARX, H. L., JR.	2	NEW YORK,	NY	07/13/94	5601	BIRMINGHAM SOUTHERN RR CO. - BRC/TCU
FLETCHER, J. C.	2	MT. PROSPECT,	IL	07/14/94	5602	CSX TRANSPORTATION, INC. - BMWE
LAROCCO, J. B.	2	SACRAMENTO,	CA	07/19/94	5603	UNION PACIFIC RR - TCIU
O'BRIEN, R. M.	2	MILTON,	MA	07/19/94	5604	UNION PACIFIC RR - TCIU
MEIRIES, W. E.	2	OVERLAND PARK,	KS	07/25/94	5605	AMTRAK - IBEW
PETERSON, R. E.	2	BRIARCLIFF MNR,	NY	07/25/94	5606	SPRINGFIELD TERMINAL RWY CO. - BMWE
SIMON, B. E.	2	ARLINGTON HTS,	IL	07/25/94	5608	SOUTHERN PACIFIC RR CO. - IAM&AW
VAN WART, A. THOMAS	2	PENNSVILLE,	NJ	08/02/94	5609	NORFOLK SOUTHERN RW CO. - ATDD/BLE
DUFFY, H. G.	2	DEALE,	MD	08/02/94	5610	CSX TRANSPORTATION, INC. - IAM&AW
HARRIS, R. O.	2	WASHINGTON,	DC	08/03/94	5611	BURLINGTON NORTHERN RR CO. - BRC/TCIU
VAUGHN, M. D.	2	BETHESDA,	MD	09/08/94	5612	SOUTH BUFFALO RW CO. - UTU
CRISWELL, J. B.	2	STIGLER,	OK	08/10/94	5613	UNION PACIFIC RR - UTU

TABLE 4 -- Strikes in the Railroad Industries: Fiscal Years 1993/1994/1995

(Note: Strikes of less than 24 hours are not included in this Report.)

Carrier (Case No.)	Organi- zation	Craft or Class	Date of Strike	Date Work Resumed	No. of Days	Issues	No. of Em'ees	Disposition
Union Pacific RR	UTU		3/01/94					
Buffalo & Pittsburgh RR	UTU		5/15/94					
Consolidate Rail Corp.	BMWE	Maintenance of Way Employees	5/20/94	5/20/94	1			
Long Island Railroad A-12557 A-12558 A-12559 A-12560	UTU	Trainmen Carmen Maintenance of Way Employees	6/17/94	6/19/94	2	Wages and work rules	5,400	Agreement Reached After EB-224 Report
SOO Line Railroad A-12455	UTU	Conductors Brakemen Yard Workers	7/13/94	8/29/94	47	Wages and work rules	1,100	Agreement Reached After EB-225 Report
Southwest PA. Transit Authority	TWU UTU	Transit Workers	3/28/95				5,500	
MetroNorth	TWU, BLE, BRS, IAM, IBEW, IBT, UTU, SMWIA						4,000	
CSX	BMWE		8/17/95					

1. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS)
October 1, 1993 to September 30, 1994 (Continued)

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
YOST, J. E.	2	DANIA,	FL	08/29/94	5630	UNION PACIFIC RR - IBFO
YOST, J. E.	2	DANIA,	FL	08/29/94	5631	UNION PACIFIC RR - IBFO
LIEBERMAN, I. M.	2	STAMFORD,	CT	08/29/94	5632	NORFOLK SOUTHERN RW CO. - UTU
LIEBERMAN, I. M.	2	STAMFORD,	CT	08/29/94	5633	NORFOLK SOUTHERN RW CO. - UTU
PETERSEN, D. A.	2	PITTSBURGH,	PA	09/08/94	5635	UNION RAILROAD-PITTSBURGH - USWA
WESMAN, E. C.	2	ITHACA,	NY	09/20/94	5637	NE ILLINOIS REGIONAL COMMUTER - ATDD/BLE
MALIN, M. H.	2	CHICAGO,	IL	09/20/94	5638	DULUTH, MISSABE & IRON RANGE - UTU
PETERSEN, D. A.	2	PITTSBURGH,	PA	09/20/94	5639	ATCHISON, TOPEKA & SANTA FE - UTU
PETERSON, R. E.	2	BRIARCLIFF MNR,	NY	09/21/94	5640	PHILA., BETHLEHEM & NEW ENG. - IAM&AW
RICHTER, R. G.	2	CHICAGO,	IL	09/21/94	5642	NE ILLINOIS REGIONAL COMMUTER - IAM&AW

1 - Procedural
2 - Merits

2. Arbitrators Appointed--Arbitration Boards, October 1, 1993
to September 30, 1994

Name	Residence	Date of Appt.	Arb. No.	Parties
Joseph Lazar*	Boulder, CO	12-07-93	542	Burlington Northern Railroad Co. - UTU
Scott Buchheit	Haddonfield, NJ	02-22-94	543	Consolidated Rail Corp. - UTU
J. P. Carberry*	Rio Verde, AZ.	04-18-94	544	Union Pacific Railroad - BLE
Robert O'Brien*	Milton, MA	04-29-94	545	Chicago NorthWestern Transportation - BLE
I. M. Lieberman*	Stamford, CT	04-20-94	546	Burlington Northern Railroad - UTU

* Selected by the parties.

3. NEUTRALS APPOINTED - SPECIAL BOARDS OF ADJUSTMENT
October 1, 1993 to September 30, 1994

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
BUCHHEIT, S. E.	2	PHILADELPHIA,	PA	12/21/93	0894	CONRAIL-CONSOLIDATED RAIL - BLE
HAYS, D. B.	2	SHERMAN,	TX	12/21/93	0894	CONRAIL-CONSOLIDATED RAIL - BLE
MUESSIG, E.	2	ARLINGTON,	VA	12/21/93	0894	CONRAIL-CONSOLIDATED RAIL - BLE
MIKRUT, J. J., JR.	2	COLUMBIA,	MO	12/21/93	0894	CONRAIL-CONSOLIDATED RAIL - BLE
BUCHHEIT, S. E.	2	PHILADELPHIA,	PA	10/14/93	0910	CONRAIL-CONSOLIDATED RAIL - UTU
DILAURO, T. J.	2	SPRINGFIELD,	PA	10/14/93	0910	CONRAIL-CONSOLIDATED RAIL - UTU
PETERSEN, D. A.	2	PITTSBURGH,	PA	10/14/93	0910	CONRAIL-CONSOLIDATED RAIL - UTU
SKONIER, J. M.	2	NORRISTOWN,	PA	10/14/93	0910	CONRAIL-CONSOLIDATED RAIL - UTU
DENNIS, R. E.	2	NEW YORK,	NY	04/12/94	0935	METRO NORTH RAILROAD (MTA) - TWU
VAN WART, A. T. JR.	2	SALEM,	NJ	10/12/93	0940	NEW JERSEY TRANSIT RAIL OP., IN - BLE
RINALDO, T. N.	2	BUFFALO,	NY	08/22/94	0951	METRO NORTH RR (MTA) - BRAC (incl. ARSA)
SKONIER, J. M.	2	NORRISTOWN,	PA	02/08/94	0961	SOUTHEASTERN PA. TRANS. AUTH. - TWUA-BRC

3. NEUTRALS APPOINTED - SPECIAL BOARDS OF ADJUSTMENT
October 1, 1993 to September 30, 1994 (Continued)

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
MUESSIG, E.	2	ARLINGTON,	VA	07/06/94	0975	NEW JERSEY TRANSIT RAIL OP., IN - BRAC
VERNON, G. H.	2	EAU CLAIRE,	WI	03/23/94	0993	SOUTHERN PACIFIC RR CO - UTU
FLETCHER, J. C.	2	MT. PROSPECT,	IL	02/15/94	1016	CONRAIL-CONSOLIDATED RAIL - BMWE
MISERENDINO, C. R.	2	FAIRFAX,	VA	03/28/94	1035	NEW JERSEY TRANSIT RAIL OP., IN - ARASA
SIMON, B. E.	2	ARLINGTON HTS,	IL	11/02/93	1050	NEW JERSEY TRANSIT RAIL OP., IN - IAM &AW
MUESSIG, E.	2	ARLINGTON,	VA	11/29/93	1072	AMTRAK - SMWIA
SUNTRUP, E. L.	2	EVANSTON,	IL	04/01/94	1074	BURLINGTON NORTHERN RR CO - TCU
FISHER, A. J.	2	EVANSTON,	IL	05/12/94	1075	WESTERN WEIGHING & INSPEC. BUREAU - TCU
BENN, E. H.	2	GLENCOE,	IL	07/12/94	1076	ATCHISON, TOPEKA & SANTA FE - BMWE

2 - Merits

4. Neutrals Nominated Pursuant to Union Shop Agreements, October 1, 1993
to September 30, 1994

Name	Residence	Date of Appt.	Carrier/Union	Individual Involved
NONE				

5. Referees Selected--System Boards of Adjustment (Airlines)
October 1, 1993 to September 30, 1994

Name	Residence	Date of Panel	Parties
One Panel submitted- Dispute settled by parties...		08-05-94	Aeroperu Cargo - IAM
One Panel submitted- No Referee selected yet.....		06-06-94	Aeroperu - IAM&AW (Uipan)
Joseph A. Sickles*.....Bethesda, MD.....		08-10-94	AFA Service Charge Objectors
One Panel submitted- Dispute settled by parties...		08-29-94	Air Canada - IBT
One Panel submitted- No Referee selected yet.....		08-12-94	Air Canada - IBT
Rose Jacobs*.....New York, NY.....		07-12-94	Air Canada - IBT
One Panel submitted- Dispute withdrawn by parties.		11-02-93	Air Canada - IBT
One Panel submitted- Dispute withdrawn by parties.		10-27-93	Air Canada - IBT
One Panel submitted- Dispute settled by parties...		10-08-93	Air Canada - IBT
One Panel submitted- Dispute settled by parties...		10-08-93	Air Canada - IBT
One Panel submitted- Dispute withdrawn by parties.		06-16-94	Air India - IBT
Carol Wittenberg*.....Chappaqua, NY.....		02-07-94	Air India - IBT
Daniel Collins*.....New York, NY.....		02-25-94	Air India - Airline Aerospace Employees
One Panel submitted- Dispute settled by parties...		01-09-94	Air India - IBT
Marilyn Levin*.....Valley Stream, NY.....		10-18-93	Air India - IBT
Two Panels submitted- Dispute settled by parties..		11-02-93	Air Midwest - ALPA
One Panel submitted- Dispute settled by parties...		05-31-94	Air Midwest - ALPA
William Holley, Jr.*.....Auburn Univ., AL.....		05-31-94	Air Wisconsin - ALPA
Peter R. Meyers*.....Chicago, IL.....		01-25-94	Air Wisconsin - ALPA
Two Panels submitted- Disputes withdrawn by parties.....		10-01-93	Alaska Airlines - AFA
One Panel submitted- Dispute settled by parties...		10-27-93	Alaska Airlines - AFA
Two Panels submitted- Dispute withdrawn by parties.....		10-27-93	Alaska Airlines - AFA
Three Panels submitted- Dispute settled by parties.....		01-15-93	Alaska Airlines - AFA
Two Panels submitted- Dispute withdrawn by parties.....		11-15-93	Alaska Airlines - AFA
One Panel submitted- Dispute withdrawn by parties.....		01-04-94	Alaska Airlines - AFA
One Panel submitted- No Referee selected yet.....		03-31-94	Alaska Airlines - AFA
Stephen E. Crable*.....Washington, DC.....		01-31-94	Allegheny-Penn Airlines - ALPA
Robert O. Harris*.....Washington, DC.....		02-18-94	Atlantic Coast Airlines - ALPA
Stanley H. Sergeant*.....Sarasota, FL.....		12-08-93	Atlantic Southeast Air- lines - ALPA

5. Referees Selected--System Boards of Adjustment (Airlines)
October 1, 1993 to September 30, 1994 (Continued)

Name	Residence	Date of Panel	Parties
James F. Soearce*.....	Atlanta, GA.....	07-05-94	Atlantic Southeast Airlines - ALPA
Stephen E. Crable*.....	Washington, DC.....	09-23-94	Atlantic Southeast Airlines - ALPA
James F. Soearce*.....	Atlanta, GA.....	06-02-94	CCAair, Inc. - IBT
Herbert Fishgold*.....	Washington, DC.....	08-15-94	CCAair, Inc. - ALPA
Jack Clarke*.....	Tuscaloosa, AL.....	11-23-93	LAB Airlines - IBT
Stephen E. Crable*.....	Washington, DC.....	04-19-94	Lineas Aereas (LACSA) - IBT
Preston Moore*.....	Oklahoma City, OK.....	03-07-94	MarkAir, Inc. - ALPA
One Panel submitted - Dispute withdrawn by parties.....		02-24-94	MarkAir, Inc. - ALPA
John LaRocco*.....	Sacramento, CA.....	02-07-94	MarkAir, Inc. - ALPA
Robert L. Douglas*.....	Woodmere, NY.....	02-22-94	Northeast Express Reg. - NEPA
Nicholas H. Zumas*.....	Washington, DC.....	01-15-94	Piedmont Airlines - AFA
One Panel Submitted - Dispute withdrawn by parties.....		05-23-94	Piedmont Airlines - AFA
Two Panels submitted - No Referee selected yet....		04-25-94	Precision Valley Aviation - ALPA
Charles H. Frost*.....	Tampa, FL.....	12-06-93	Precision Airlines - ALPA
One Panel submitted - No Referee selected yet....		03-25-94	Ross Aviation - ALPA
One Panel submitted - No Referee selected yet....		04-20-94	SAHSA - IAM&AW
Thomas Carey*.....	Jericho, NY.....	07-25-94	TAP-Air Portugal - IBT
Thomas Carey*.....	Jericho, NY.....	07-25-94	TAP-Air Portugal - IBT
Thomas Carey*.....	Jericho, NY.....	07-25-94	TAP-Air Portugal - IBT
Earle Zaidins*.....	Hastings-on-Hudson, NY.	08-02-94	TAP-Air Portugal - IBT
One Panel submitted - Dispute settled by parties..		03-29-94	Trans World Express - IBT
Two Panels submitted - Canceled by parties.....		03-25-94	Trans World Express - IBT
Panel submitted - Dispute settled by parties.....		03-07-94	Trans World Express - IBT
Thomas Carey*.....	Jericho, NY.....	10-05-93	UPS - IBT
One Panel submitted - Dispute settled by parties..		10-05-93	UPS - IBT
One Panel submitted - Dispute withdrawn by parties.....		10-05-93	UPS - IBT
One Panel Submitted - Dispute settled by parties..		08-05-94	UPS - IBT
Helen M. Witt*.....	Pittsburgh, PA.....	08-05-94	UPS - IBT
James E. Jones*.....	Madison, WI.....	08-05-94	UPS - IBT
Geraldine Randall*.....	San Anselmo, CA.....	08-05-94	UPS - IBT
Edward Goggin*.....	Highland Hts., KY.....	03-01-94	UPS - IBT
Edward Goggin*.....	Highland Hts., KY.....	03-01-94	UPS - IBT
Edward Goggin*.....	Highland Hts., KY.....	03-01-94	UPS - IBT

5. Referees Selected--System Boards of Adjustment (Airlines)
October 1, 1993 to September 30, 1994 (Continued)

Name	Residence	Date of Panel	Parties
Edward Goggin*	Highland Hts., KY	03-01-94	UPS - IBT
Edward Goggin*	Highland Hts., KY	03-01-94	UPS - IBT
Edward Goggin*	Highland Hts., KY	03-01-94	UPS - IBT
Panel submitted - No Referee selected yet		09-20-94	USAir - IAM&AW
Dana Eischen*	Ithaca, NY	09-20-94	USAir - IAM&AW
One Panel submitted - Dispute settled by parties		05-25-94	USAir - IAM&AW
One Panel submitted - Dispute withdrawn by parties		05-25-94	USAir - IAM&AW
Lawrence T. Holden*	Lincoln, MA	05-23-94	USAir - IAM&AW
Lawrence T. Holden*	Lincoln, MA	05-23-94	USAir - IAM&AW
Francis R. Walsh*	San Francisco, CA	05-23-94	USAir - IAM&AW
Don Hays*	Sherman, TX	05-23-94	USAir - IAM&AW
One Panel submitted - No Referee selected yet		05-17-94	USAir - IAM&AW
Stanley H. Sergeant*	Sarasota, FL	05-04-94	USAir - IAM&AW
William E. Edgett*	Hunt Valley, MD	05-04-94	USAir - IAM&AW
Herbert Fishgold*	Washington, DC	04-04-94	USAir - IAM&AW
One Panel submitted - Dispute withdrawn by parties		04-04-94	USAir - IAM&AW
Richard I. Bloch*	Washington, DC	04-04-94	USAir - IAM&AW
Robert Ables*	Washington, DC	04-04-94	USAir - IAM&AW
Jonathan S. Liebowitz*	White Plains, NY	04-04-94	USAir - IAM&AW
Nicholas H. Zumas*	Washington, DC	03-07-94	USAir - IAM&AW
Two Panels submitted - Disputes settled by Parties		03-24-94	USAir - IAM&AW
Robert E. Peterson*	Briarcliff Manor, NY	02-22-94	USAir - AFA
Helen M. Witt*	Pittsburgh, PA	02-16-94	USAir - AFA
Arthur T. Van Wart*	Brooksville, FL	02-16-94	USAir - IAM&AW
Nicholas H. Zumas*	Washington, DC	02-16-94	USAir - IAM&AW
Margery Gootnick*	Rochester, NY	02-16-94	USAir - IAM&AW
Gilbert H. Vernon*	Eau Claire, WI	02-16-94	USAir - IAM&AW
James B. Dworkin*	West Lafayette, IN	02-16-94	USAir - IAM&AW
Shyam Das*	Philadelphia, PA	12-06-93	USAir - IAM&AW
James C. McBreaty*	Tucson, AZ	12-06-93	USAir - IAM&AW
One Panel submitted - Dispute withdrawn by parties		10-28-93	USAir - IAM&AW
Charles Feigenbaum*	Wheaton, MD	10-18-93	USAir - IAM&AW
Robert D. Steinberg*	Culver City, CA	10-18-93	USAir - IAM&AW
John W. Boyer, Jr.*	Duluth, MN	10-18-93	USAir - IAM&AW
Nicholas H. Zumas*	Washington, DC	10-18-93	USAir - IAM&AW
One Panel submitted - Dispute settled by parties		10-18-93	USAir - IAM&AW
Jay C. Fogelberg*	Edina, MN	10-12-93	USAir - IAM&AW
One Panel submitted - No Referee selected yet		03-29-94	WestAir - ALPA
One Panel submitted - No Referee selected yet		03-22-94	WestAir - ALPA

* Selected from a panel submitted by the National Mediation Board.

5a. Neutrals Appointed Pursuant to Interstate Commerce Commission's Orders,
October 1, 1993 to September 30, 1994

Name	Residence	Date of Appt.	Parties
Preston J. Moore	Oklahoma City, OK	01-10-94	Kansas City So. Rwy - UTU & BLE (NY Dock)
Robert O. Harris	Washington, DC.	03-09-94	CSX Transportation - UTU (NY Dock)
William A. Fredenberger	Stafford, VA	03-09-94	CSX Transportation - UTU (NY Dock)
Herbert L. Marx	New York, NY	04-08-94	Consolidated Rail - IBM&BK (NY Dock)
Robert Peterson	Briarcliff, NY.	06-06-94	Consolidated Rail - IAM&AW (NY Dock)
Fred Blackwell	Gaithersburg, MD.	06-22-94	Knopik v. Penn Central (Merger Protection)
Robert M. O'Brien.	Milton, MA.	09-23-94	CSX Transportation - UTU & BLE (NY Dock)

**5b. Referees Selected--System Boards of Adjustment (Railroads),
October 1, 1993 to September 30, 1994**

Name	Residence	Date of Panel	Parties
Edward L. Suntrup*	Winnetka, IL	03-08-94	Burlington Northern RR - TCIU
Irwin M. Lieberman*	Stamford, CT	10-18-93	Burlington Northern RR - BMWE (Sys Gangs)
Robert W. McAllister*	Northfield, IL	11-09-93	Burlington Northern RR - BMWE
Robert M. O'Brien*	Milton, MA	01-31-94	National Railway Labor Conference and BMWE
Martin F. Scheinman*	Manhasset, NY.	03-09-94	National Railway Labor Conference and TCIU
Joseph A. Sickles*	Bethesda, MD	08-29-94	National Railroad Passenger Corp - Amer. Fed. of Railroad Police
John F. Hennecke*	Chathan, IL	05-27-94	Northern Indiana Commuter Trans. District - UTU
Preston J. Moore*	Oklahoma City, OK	10-05-93	Norfolk & Western Rwy. Co. - BMWE
Peter Meyers*	Chicago, IL	10-05-93	Norfolk & Western Rwy. Co. - BMWE
John B. LaRocco*	Sacramento, CA	04-08-94	Southern Pacific Trans. - William T. Garvelle
One panel submitted - no arbitrator selected		01-25-94	Southern Pacific Lines - Assn. of Rwy Tech. Emp.

* Selected from a panel submitted by the National Mediation Board.

APPENDIX B

TABLES 1-5

FY 1995

APPENDIX B - FY 1995

1. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS)

October 1, 1994 to September 30, 1995

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
FREDENBERGER, W.E. JR.	2	STAFFORD,	VA	12-30-94	4411	Texas Mexican Railway - UTU
OBRIEN, R. M.	2	MILTON,	MA	06-13-95	5254	Florida East Coast Ry Co. - FL. Fed.of RR Empls
GOLD, C.	2	P. BEACH GDN,	FL	05-03-95	5450	Port Authority Trans-Hudson - BRC/TCIU
MIKRUT, J. J., JR.	2	COLUMBIA,	MO	11-09-94	5455	Terminal RR Assn. of St. Louis - UTU
EISCHEN, D. E.	1	ITHACA,	NY	12-12-94	5535	Conemaugh & Black Lick RR - USWA
PETERSON, R. E.	2	BRIARCLIFF,	NY	08-16-95	5541	Norfolk & Western Railway Co - UTU
RICHTER, R. G.	2	CHICAGO,	IL	05-04-95	5570	Atchison, Topeka & Santa FE Rwy - IAM&AW
BUCHHEIT, S.E.	1	HADDONFIELD,	NJ	10-11-94	5573	Conrail-Consolidated Rail Corp - TWUA
MARX, H. L., JR.	2	NEW YORK,	NY	10-13-94	5587	Denver & Rio Grande Western RR - IBBS
MARX, H. L., JR.	2	NEW YORK,	NY	10-13-94	5588	Denver & Rio Grande Western RR - IBBS
ZUSMAN, M. E.	2	HIGHLAND,	IN	02-06-95	5607	Cuyahoga Valley Railway Company - UTU
MARX, H. L., JR.	2	NEW YORK,	NY	06-13-95	5617	Birmingham Southern RR Co. - UTU

1. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS)
October 1, 1994 to September 30, 1995 (Continued)

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
COOK, J. JR.,	2	PORTLAND,	OR	10-12-94	5626	Denver & Rio Grande Western RR - IBF&O
SIMON, B. E.	2	ARLINGTON HTS,	IL	12-06-94	5634	Southern Pacific Trans. Co - IAM&AW
RICHTER, R. G.	2	CHICAGO,	IL	10-24-94	5636	Elgin, Joliet & Eastern Rwy Co - IAM&AW
MCKISSICK, A. Y.	2	CHEVY CHASE,	MD	11-17-94	5641	Port Authority Trans-Hudson - BRS
FLETCHER, J. C.	2	MT. PROSPECT,	IL	10-06-94	5643	Belt Rwy Co. of Chicago - UTU
MUESSIG, E.	2	ARLINGTON,	VA	11-17-94	5644	Conrail-Consolidated Rail Corp - IAM&AW
EISCHEN, D. E.	2	ITHACA,	NY	10-11-94	5646	Pittsburgh & Conneaut Dock Co - ILA
FLETCHER, J. C.	2	MT. PROSPECT,	IL	10-12-94	5647	Long Island Rail Road - IRSA
TWOMEY, D. P.	2	QUINCY,	MA	10-12-94	5648	Long Island Rail Road - Indp. Ry. Spvr. Assn.
HARRIS, R. O.	2	WASHINGTON,	DC	10-13-94	5649	Burlington Northern RR Co. - UTU
SUNTRUP, E. L.	2	WINNETKA,	IL	10-17-94	5650	Union Pacific Railroad - BRC/TCIU
FLETCHER, J. C.	2	MT. PROSPECT,	IL	10-24-94	5651	Norfolk & Western Railway Co - BMWE
BENN, E. H.	2	GLENCOE,	IL	10-25-94	5652	Union Pacific Railroad - BMWE

1. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS)
October 1, 1994 to September 30, 1995 (Continued)

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
MOORE, P. J.	2	OKLAHOMA CTY,	OK	10-25-94	5653	Burlington Northern RR Co. - BRC/TCIU
NEUMEIER, E. E.	2	CLOUCESTER,	MA	04-19-95	5654	Conrail-Consolidated Rail Corp - BRS
FISHER, A. J.	2	ELGIN,	IL	10-31-94	5655	Chicago, Central & Pacific RR - BRC/TCIU
VAN WART, A.T., SR.	1	BROOKSVILLE,	FL	10-28-94	5656	Union Pacific Railroad - BLE
DENNIS, R. E.	2	P. BEACH GDN,	FL	03-07-95	5657	Southern Pacific Trans. Co. - Transp. Comm. Union
MUESSIG, E.	2	ARLINGTON,	VA	03-07-95	5657	Southern Pacific Trans. Co - TCIU
SUNTRUP, E. L.	2	WINNETKA,	IL	03-07-95	5657	Southern Pacific Trans. Co - TCIU
CLUSTER, H. R.	2	N. TRURO,	MA	11-07-94	5658	Burlington Northern RR Co. - UTU
SICKLES, J. A.	2	BETHESDA,	MD	11-07-94	5659	Lake Terminal Railroad - UTU
KLEIN, J. I.	2	UNIV. HGTS,	OH	11-07-94	5660	Northern Indiana Comm. Transp. - BRC/TCIU
SUNTRUP, E. L.	2	WINNETKA,	IL	11-07-94	5661	CSX Transportation - BRC
WALLIN, G. E.	1	ST. PAUL,	MN	11-17-94	5662	Gateway Western Railway - UTU

1. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS)
October 1, 1994 to September 30, 1995 (Continued)

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
CLUSTER, H. R.	2	N. TRURO,	MA	11-17-94	5663	Burlington Northern RR Co. - UTU
GOLD, C.	2	P. BEACH GDN,	FL	11-22-94	5664	Norfolk & Western Railway Co - IBF&O
DENNIS, R. E.	2	P. BEACH GDN,	FL	11-22-94	5665	Union Pacific Railroad - IAM&AW
YOST, J. E.	2	DANIA,	FL	11-19-94	5666	Union Pacific Railroad - IBF&O
CLUSTER, H. R.	2	N. TRURO,	MA	11-29-94	5667	CSX Transportation - BRC/TCU
PETERSON, R. E.	2	BRIARCLIFF,	NY	11-30-94	5668	River Terminal Rr Co - UTU
MARX, H. L., JR.	1	NEW YORK,	NY	01-30-95	5670	Chicago&North Western Trans Co - ATDD/BLE
CRABLE, S. E.	2	WASHINGTON,	DC	12-01-94	5672	Maryland & Pennsylvania RR Co - UTU
SUNTRUP, E. L.	2	WINNETKA,	IL	12-07-94	5673	CSX Transportation - ATDD/BLE
STRUNCK, T. F.	2	PALM COAST,	FL	02-10-95	5674	CSX Transportation - ATDD/BLE
MEYERS, P. R.	2	CHICAGO,	IL	12-07-94	5675	CSX Transportation - ATDD/BLE
VAUGHN, M. D.	2	GAITHERSBURG,	MD	12-06-94	5676	CSX Transportation - ATDD/BLE
MUESSIG, E.	2	ARLINGTON,	VA	12-07-94	5677	CSX Transportation - Belt Rwy Co. of Chicago

1. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS)
October 1, 1994 to September 30, 1995 (Continued)

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
SIMON, B. E.	2	ARLINGTON HTS,	IL	12-09-94	5678	Norfolk Southern Railway Co - IAM&AW
SUNTRUP, E. L.	2	WINNETKA,	IL	12-13-94	5679	Union Pacific Railroad - BRC/TCIU
TWOMEY, D. P.	2	QUINCY,	MA	12-13-94	5680	Union Pacific Railroad - UTU
SEIDENBERG, J.	2	F. CHURCH,	VA	12-19-94	5681	Union Pacific Railroad - BLE
NICOLAU, G.	2	NEW YORK,	NY	12-19-94	5682	Metro North Railroad (MTA) - ARSA/BRAC
MALIN, M. H.	2	CHICAGO,	IL	12-19-94	5683	NE Illinois Regional Commuter - BRC/TCIU
MCGOVERN, J. J.	2	ANNAPOLIS,	MD	12-29-94	5684	Norfolk Southern&Norfolk&West. - BRC/TCIU
LIEBERMAN, I. M.	2	STAMFORD,	CT	12-30-94	5685	Norfolk Southern&Norfolk&West. - BRC/TCIU
RICHTER, R. G.	2	CHICAGO,	IL	12-30-94	5686	CSX Transportation - IAM&AW
EISCHEN, D. E.	1	ITHACA,	NY	12-30-94	5687	Southern Pacific Trans. Co - ATDD/BLE
PETERSON, R. E.	2	BRIARCLIFF,	NY	12-30-94	5688	Indiana Harbor Belt Rwy. - IBF&O
MUESSIG, E.	2	ARLINGTON,	VA	12-30-94	5689	Burlington Northern RR Co. - IBEW

1. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS)

October 1, 1994 to September 30, 1995 (Continued)

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
MUESSIG, E.	2	ARLINGTON,	VA	12-30-94	5690	Burlington Northern RR Co. - IBEW
FISHER, A. J.	2	ELGIN,	IL	01-05-95	5691	Burlington Northern RR Co. - UTU
MALIN, M. H.	2	CHICAGO,	IL	01-10-95	5692	NE Illinois Regional Commuter - ARSA/BRAC
FLETCHER, J. C.	2	MT. PROSPECT,	IL	01-10-95	5693	Indiana Harbor Belt Rwy. - IBEW
MEYERS, P. R.	2	CHICAGO,	IL	01-10-95	5694	Toledo, Peoria & Western RR - UTU
LIEBERMAN, I. M.	2	STAMFORD,	CT	01-13-95	5695	Norfolk & Western Railway Co - UTU
LIEBERMAN, I. M.	2	STAMFORD,	CT	01-18-95	5696	Burlington Northern RR Co. - BMW
HARRIS, R. O.	2	WASHINGTON,	DC	01-23-95	5697	Illinois Central Railroad Co. - UTU
LAZAR, J.	1	BOULDER,	CO	01-23-95	5698	Southern Pacific Trans. Co - UTU
LIEBERMAN, I. M.	2	STAMFORD,	CT	09-28-95	5698	Southern Pacific Trans. Co - UTU
MUESSIG, E.	2	ARLINGTON,	VA	01-23-95	5699	River Terminal Rr Co - UTU
FREDENBERGER, W.E. JR.	1	STAFFORD,	VA	01-31-95	5700	Norfolk Southern Railway Co - UTU
HICKS, R. L.	2	ELGIN,	IL	02-02-95	5701	CSX Transportation - BRC/TCIU

1. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS)
October 1, 1994 to September 30, 1995 (Continued)

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
ALEXANDER, E. J.	2	SKOKIE,	IL	09-28-95	5702	Chicago&North Western Trans Co - ATDD/BLE
FISHER, A. J.	2	ELGIN,	IL	02-06-95	5703	Union Pacific Railroad - UTU
NEUMEIER, E. E.	2	CLOUCESTER,	MA	02-10-95	5704	Union Pacific Railroad - UTU
VAN WART, A.T. SR.	2	BROOKSVILLE,	FL	02-10-95	5705	CSX Transportation - ATDD/BLE
MARX, H. L., JR.	2	NEW YORK,	NY	02-14-95	5706	Burlington Northern RR Co. - ASD/TCIU
WESMAN, E. C.	2	ITHACA,	NY	02-21-95	5707	Duluth, Missabe & Iron Range Rwy - UTU
GOLD, C.	2	P. BEACH GDN,	FL	02-22-95	5708	CSX Transportation - ARSA/BRAC
KLEIN, J. I.	2	UNIV. HGTS,	OH	02-24-95	5709	CSX Transportation - BRC/TCIU
SIMON, B. E.	2	ARLINGTON HTS,	IL	03-01-95	5710	Norfolk Southern & Norfolk & West. - IAM&AW
EUKER, W. F.	2	MARENGO,	IL	03-02-95	5711	Norfolk & Western Railway Co - UTU
SUNTRUP, E. L.	2	WINNETKA,	IL	03-06-95	5712	Burlington Northern RR Co. - Bro.Ry.Al. & SS Clerks,FRT,HND
RINALDO, T. N.	2	BUFFALO,	NY	03-07-95	5713	CSX Transportation - BRC/TCIU
HARRIS, R. O.	2	WASHINGTON,	DC	03-09-95	5714	CSX Transportation - UTU

1. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS)
October 1, 1994 to September 30, 1995 (Continued)

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
CRISWELL, J. B.	2	STIGLER,	OK	03-13-95	5715	Soo Line Railroad - UTU
DOMZALSKI, F. J.	2	PHILADELPHIA,	PA	03-14-95	5716	Union Pacific Railroad - IBF&O
MEYERS, P. R.	2	CHICAGO,	IL	03-24-95	5717	Chicago S. Shore & S. Bend - TCIU
SUNTRUP, E. L.	2	WINNETKA,	IL	03-16-95	5718	Burlington Northern RR Co. - ASD/TCIU
LYNCH, F. T.	2	POTOMAC,	MD	03-16-95	5719	Union Pacific Railroad - BLE
LEFKOW, D. M.	2	CHICAGO,	IL	03-20-95	5720	Belt Rwy Co. of Chicago - BLE
OBRIEN, R. M.	2	MILTON,	MA	03-23-95	5721	Soo Line Railroad - BLE
VERNON, G. H.	2	EAU CLAIRE,	WI	03-23-95	5722	Southern Pacific Trans. Co - Western Ry Supervisors Assn.
MUESSIG, E.	2	ARLINGTON,	VA	03-27-95	5723	Term Ry of ALA/ALA State Dock - BLE
EUKER, W. F.	2	MARENGO,	IL	03-27-95	5724	Norfolk & Western Railway Co - BLE
DENNIS, R. E.	2	P. BEACH GDN,	FL	03-27-95	5725	St. Louis Southwestern - UTU
QUINN, F. X.	2	TULSA,	OK	03-28-95	5726	Atchison, Topeka & Santa FE Rwy - UTU
RICHTER, R. G.	2	CHICAGO,	IL	04-07-95	5727	Illinois Central Railroad Co. - UTU

1. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS)
October 1, 1994 to September 30, 1995 (Continued)

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
HARRIS, R. O.	2	WASHINGTON,	DC	04-07-95	5728	Southern Pacific Trans. Co - UTU
ZUSMAN, M. E.	2	HIGHLAND,	IN	04-07-95	5729	Soo Line Railroad - UTU
TWOMEY, D. P.	2	QUINCY,	MA	04-10-95	5731	Florida East Coast Ry Co. - UTU
MALIN, M. H.	2	CHICAGO,	IL	04-11-95	5732	Duluth, Missabe&Iron Range Rwy - BMWE
OBRIEN, R. M.	2	MILTON,	MA	04-13-95	5733	Union Pacific Railroad - BLE
HICKS, R. L.	2	ELGIN,	IL	04-13-95	5734	Burlington Northern RR Co. - BRC/TCIU
FLETCHER, J. C.	2	MT. PROSPECT,	IL	04-13-95	5735	Indiana Harbor Belt Rwy. - BMWE
CRISWELL, J. B.	2	STIGLER,	OK	04-20-95	5736	Longview Switching Company - UTU
PETERSON, R. E.	2	BRIARCLIFF,	NY	04-20-95	5737	CSX Transportation - UTU
FLETCHER, J. C.	2	MT. PROSPECT,	IL	05-01-95	5738	Soo Line Railroad - BRC/TCIU
KASHER, R.	2	BRYN MAWR,	PA	06-30-95	5739	CSX Transportation - UTU
FLETCHER, J. C.	2	MT. PROSPECT,	IL	05-01-95	5740	CSX Transportation - UTU
MEYERS, P. R.	2	CHICAGO,	IL	05-01-95	5741	Amtrak - IBEW

1. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS)
October 1, 1994 to September 30, 1995 (Continued)

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
MARX, H. L., JR.	2	NEW YORK,	NY	06-13-95	5742	Birmingham Southern RR Co. - UTU
FLETCHER, J. C.	2	MT. PROSPECT,	IL	05-12-95	5744	Belt Rwy Co. of Chicago - BLE
SIMON, B. E.	2	ARLINGTON HTS,	IL	05-12-95	5745	Southern Pacific Trans. Co - BRC/TCIU
SUNTRUP, E. L.	2	WINNETKA,	IL	05-15-95	5746	CSX Transportation - BRC/TCIU
CRISWELL, J. B.	2	STIGLER,	OK	05-16-95	5747	Union Pacific Railroad - UTU
HAYS, D. B.	2	SHERMAN,	TX	05-30-95	5748	CSX Transportation - UTU
HARRIS, R. O.	2	WASHINGTON,	DC	05-30-95	5749	Chicago, Central & Pacific RR - UTU
WALLIN, G. E.	1	ST. PAUL,	MN	06-01-95	5750	Gateway Western Railway - UTU
CRISWELL, J. B.	2	STIGLER,	OK	06-07-95	5751	Columbus & Greenville Rwy Co. - UTU
SCHEINMAN, M. F.	2	MANHASSET,	NY	06-12-95	5752	Norfolk Southern Railway Co - ATDD/BLE
PETERSON, R. E.	2	BRIARCLIFF,	NY	06-12-95	5753	South Buffalo Rwy Co - BLE
PETERSON, R. E.	2	BRIARCLIFF,	NY	06-16-95	5754	Norfolk Southern Railway Co - ATDD/BLE
RICHTER, R. G.	2	CHICAGO,	IL	06-16-95	5755	Norfolk Southern Railway Co - ATDD/BLE

1. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS)
October 1, 1994 to September 30, 1995 (Continued)

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
LIEBERMAN, I. M.	2	STAMFORD,	CT	06-16-95	5756	CSX Transportation - UTU
FLETCHER, J. C.	2	MT. PROSPECT,	IL	06-21-95	5757	CSX Transportation - BLE
HICKS, R. L.	2	ELGIN,	IL	06-21-95	5758	CSX Transportation - BRC/TCIU
WESMAN, E. C.	2	ITHACA,	NY	06-22-95	5759	NE Illinois Regional Commuter - TCIU
PETERSON, R. E.	2	BRIARCLIFF,	NY	06-26-95	5760	Kansas City Southern Rwy Co. - UTU
PETERSON, R. E.	2	BRIARCLIFF,	NY	06-28-95	5761	CSX Transportation - BRC/TCIU
SUNTRUP, E. L.	1	WINNETKA,	IL	09-28-95	5762	Conrail-Consolidated Rail Corp - IAM&AW
HICKS, R. L.	2	ELGIN,	IL	07-07-95	5763	CSX Transportation - BRC/TCIU
VERNON, G. H.	2	EAU CLAIRE,	WI	07-20-95	5764	Duluth, Missabe & Iron Rng Rwy - BLE
MEYERS, P. R.	2	CHICAGO,	IL	07-20-95	5765	Norfolk Southern Railway Co - ATDD/BLE
MUESSIG, E.	2	ARLINGTON,	VA	07-25-95	5766	Southern Pacific Trans. Co - BRAC/TCIU
RICHTER, R. G.	2	CHICAGO,	IL	08-08-95	5767	Kansas City Southern Rwy Co. - UTU
DENNIS, R. E.	2	P. BEACH GDN,	FL	08-11-95	5769	CSX Transportation - IBBS

1. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS)
October 1, 1994 to September 30, 1995 (Continued)

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
MEYERS, P. R.	2	CHICAGO,	IL	08-16-95	5770	Norfolk & Western Railway Co - ARSA/BRAC
FISCHBACH, C. P.	2	CHICAGO,	IL	08-15-95	5771	South Buffalo Rwy Co - UTU
GOLDSTEIN, E. H.	2	CHICAGO,	IL	08-16-95	5772	Burlington Northern RR Co. - BRC/TCIU
ZUSMAN, M. E.	2	HIGHLAND,	IN	08-17-95	5773	Union Pacific Railroad - UTU
LIEBERMAN, I. M.	2	STAMFORD,	CT	08-17-95	5774	Central of Georgia Railway Co. - UTU
MEYERS, P. R.	2	CHICAGO,	IL	08-23-95	5775	Soo Line Railroad - BMWE
FISHER, A. J.	2	ELGIN,	IL	08-23-95	5776	Kansas City Southern Rwy Co. - NCF&O (FORMER IBF&O)
HICKS, R. L.	2	ELGIN,	IL	08-24-95	5778	Western Fruit Express - BRC/TCIU
PETERSON, R. E.	2	BRIARCLIFF,	NY	08-29-95	5780	CSX Transportation - UTU
TWOMEY, D. P.	2	QUINCY,	MA	08-29-95	5781	Delaware & Hudson Railway Co. - UTU
DENNIS, R. E.	2	P. BEACH GDN,	FL	08-31-95	5782	CSX Transportation - TCU
LIEBERMAN, I. M.	2	STAMFORD,	CT	09-13-95	5786	CSX Transportation - UTU

1. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS)
October 1, 1994 to September 30, 1995 (Continued)

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
ZUSMAN, M. E.	2	HIGHLAND,	IN	09-18-95	5787	Conrail-Consolidated Rail Corp. - UTU
MUESSIG, E.	2	ARLINGTON,	VA	09-29-95	5789	Burlington Northern RR Co. - IBEW
CRISWELL, J. B.	2	STIGLER,	OK	09-28-95	5791	Norfolk & Western Railway Co. - UTU
BLACKWELL, F. R.	2	GAITHERSBURG,	MD	09-29-95	5792	S. Carolina Public Rwy Assoc - UTU
VERNON, G. H.	2	EAU CLAIRE,	WI	01-29-95	5818	Soo Line Railroad - BLE

1 - Procedural
2 - Merits

**2. Arbitrators Appointed--Arbitration Boards, October 1, 1994
to September 30, 1995**

Name	Residence	Date of Appt.	Arb. No.	Parties
R. O. Harris*	Washington, DC	10-07-94	547	Duluth, Missabe & Iron Rng - UTU
R. O. Harris*	Washington, DC	10-07-94	548	Duluth, Missabe & Iron Rng - BLE
J. Fletcher*	Mt. Prospect, IL	10-21-94	549	Elgin, Joliet & Eastern Rwy - TCU
A. T. Van Wart, Sr	Brooksville, FL	10-28-94	550	Union Pacific RR Co. - BLE
J. Criswell	Stigler, OK	01-13-95	551	Union pacific RR Co. - UTU
J. Carberry*	Rio Verde, AZ	01-25-95	552	Union Pacific RR Co. - BLE
J. Carberry*	Rio Verde, AZ	02-09-95	552	Union Pacific RR Co. - BLE
E. Muessig*	Arlington, VA	04-13-95	553	Union Pacific RR Co. - BLE
R. Peterson*	Briarcliff Manor, NY	05-30-95	554	Norfolk & Western Rwy Co. - UTU
H. Marx*	New York, NY	09-05-95	555	Consolidated Rail Corp-Conrail - TWU

* Selected by the parties.

2a. Arbitrators Selected--Interest Arbitration, October 1, 1994
to September 30, 1995

Name	Residence	Date of Panel	Case No.	Parties
One Panel submitted		08-01-95		Burlington Northern RR - TCIU

3. NEUTRALS APPOINTED - SPECIAL BOARDS OF ADJUSTMENT
October 1, 1994 to September 30, 1995

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
EISCHEN, D. A.	2	ITHACA,	NY	11-14-94	0180	SOUTHERN PACIFIC TRANS. CO. - BLE
HAYS, D. B.	2	SHERMAN,	TX	09-28-95	0910	CONRAIL-CONSOLIDATED RAIL - UTU
LIBERMAN, I. M.	2	STAMFORD,	CT	09-28-95	0910	CONRAIL-CONSOLIDATED RAIL - UTU
SIMON, B. E.	2	ARLINGTON HTS.	IL	09-28-95	0910	CONRAIL-CONSOLIDATED RAIL - UTU
WITT, H. M.	2	PITTSBURGH,	PA	09-28-95	0910	CONRAIL-CONSOLIDATED RAIL - UTU
VAUGHN, M. D.	2	GAITHERSBURG,	MD	08-30-95	0935	METRO NORTH RAILROAD (MTA) - TWUA
WITT, H. M.	2	PITTSBURGH,	PA	02-10-95	0981	CONRAIL-CONSOLIDATED RAIL - UTU
MUESSIG, E.	2	ARLINGTON,	VA	03-07-95	0985	NJ TRANSIT RAIL OP. IN - IBEW
FLETCHER, J. C.	2	MT. PROSPECT,	IL	07-19-95	1009	NJ TRANSIT RAIL OP. IN - TCIU
EUKER, W. F.	2	MARENGO,	IL	10-28-94	1011	CONRAIL-CONSOLIDATED RAIL - TCIU
ILIVICKY, J.	2	SCARSDALE,	NY	05-19-95	1011	CONRAIL-CONSOLIDATED RAIL - TCIU
ZAMPERINI, C. J.	2	DENVER,	CO	10-28-94	1011	CONRAIL-CONSOLIDATED RAIL - TCIU
FISCHETTI, M.	2	ROCKVILLE,	MD	06-12-95	1016	CONRAIL-CONSOLIDATED RAIL - BMWE

3. NEUTRALS APPOINTED - SPECIAL BOARDS OF ADJUSTMENT
October 1, 1994 to September 30, 1995 (Continued)

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
HICKS, R. L.	2	ELGIN,	IL	05-01-95	1035	NJ TRANSIT RAIL OP. IN - ARSA/BRAC
LIBERMAN, I. M.	2	STAMFORD,	CT	04-20-95	1063	NORFOLK SOUTHERN RAILWAY - BLE
DILAURO, T. J.	2	SPRINGFIELD,	PA	11-28-94	1078	CONRAIL-CONSOLIDATED RAIL - BRS
MCKISSICK, A. Y.	2	CHEVY CHASE,	MD	11-29-94	1079	WHEELING & LAKE ERIE RWY - BRS
LIBERMAN, I. M.	2	STAMFORD,	CT	02-21-95	1080	SOO LINE RAILROAD - BMWE
O'BRIEN, R. M.	2	MILTON,	MA	05-01-95	1081	PORT AUTHORITY TRANS-HUDSON - TWUA

2 - Merits

4. Neutrals Nominated Pursuant to Union Shop Agreements, October 1, 1994
to September 30, 1995

Name	Residence	Date of Appt.	Carrier/Union	Individual Involved
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NONE

5. Referees Selected--System Boards of Adjustment (Airlines)
October 1, 1994 to September 30, 1995

Name	Residence	Date of Panel	Parties
Eckehard Muessig*	Arlington, VA	07-31-95	AFA - Service Charge Objectors
Herman M. Levy*	Santa Clara, CA	01-09-95	Air Canada - IBT Local 856
John Remington*	Morgantown, WV	05-04-95	Air Canada - IBT Local 856
One Panel submitted.- Dispute settled by parties		12-16-94	Air India - IBT Local 732
One Panel submitted.- Dispute settled by parties		01-09-95	Air India - IBT Local 732
Carol Wittenberg*	New York, NY	01-09-95	Air India - IBT Local 732
Dana E. Eischen*	Ithaca, NY	03-02-95	Air India - IBT Local 732
Ralph Berger*	Brooklyn, NY	03-02-95	Air India - IBT Local 732
Edward P. Goggin*	Highland Hts. KY	05-04-95	Air Midwest - ALPA
One Panel submitted- Dispute withdrawn by parties		03-14-95	Air Wisconsin - IAM&AW
Four Panels submitted - Withdrawn by parties		03-28-95	Air Wisconsin - IAM&AW
One Panel submitted - Dispute settled by parties		10-18-94	Allegheny Airlines - ALPA
One Panel submitted - Dispute settled by parties		02-10-95	Allegheny Airlines - ALPA
L. T. Holden, Jr*	Lincoln, MA	05-02-95	Allegheny Airlines - ALPA
Josef Sirefman*	Glenhead, WV	05-02-95	Allegheny Airlines - ALPA
Michael J. Jedel*	Atlanta, GA	05-02-95	Allegheny Airlines - ALPA
Herbert Fishgold*	Washington, DC	05-02-95	Allegheny Airlines - ALPA

**5. Referees Selected--System Boards of Adjustment (Airlines)
October 1, 1994 to September 30, 1995 (Continued)**

Name	Residence	Date of Panel	Parties
Arthur Stark*	New York, NY	05-02-95	Allegheny Airlines - ALPA
Alexander B. Porter*	Vienna, VA	05-02-95	Allegheny Airlines - ALPA
Two Panels submitted		05-02-95	Allegheny Airlines - ALPA
Luella Nelson*	Oakland, CA	06-23-95	American Eagle/Wings West Airline - Reg. Pilots Assn.
John H. Abernathy*	Lake Oswego, OR	10-12-94	American Eagle/Wings West Airline - Reg. Pilots Assn.
Charles M. Rehmus*	Poway, CA	10-12-94	American Eagle/Wings West Airline - Reg. Pilots Assn.
William Eaton*	San Francisco, CA	10-12-94	American Eagle/Wings West Airline - Reg. Pilots Assn.
Sara Adler*	Los Angeles, CA	10-12-94	American Eagle/Wings West Airline - Reg. Pilots Assn.
Edgar A. Jones, Sr*	Pacific Palisades, CA	10-07-94	American Eagle/Wings West Airline - Reg. Pilots Assn.
One Panel submitted - Dispute settled by parties		02-17-95	Atlantic Coast Air lines - AFA
One Panel submitted - No arbitrator selected		02-17-95	Atlantic Coast Air lines - AFA
One Panel submitted - Dispute settled by parties		03-09-95	Atlantic Coast Air lines - AFA
Second Panel submitted - No arbitrator selected		10-12-94	Atlantic Southeast Air- lines - ALPA
Patrick Searce		11-28-94	Atlantic Southeast Air- lines - ALPA

**5. Referees Selected--System Boards of Adjustment (Airlines)
October 1, 1994 to September 30, 1995 (Continued)**

Name	Residence	Date of Panel	Parties
Herbert Fishgold*	Washington, DC	11-28-94	Atlantic Southeast Airlines - ALPA
Carol Wittenberg*	New York, NY	11-28-94	Atlantic Southeast Airlines - ALPA
Peter Meyers*	Chicago, IL	11-28-94	Atlantic Southeast Airlines - ALPA
Robert Ables*	Falls Church, VA	11-28-94	Atlantic Southeast Airlines - ALPA
Four Panels submitted - No arbitrators selected		11-28-94	Atlantic Southeast Airlines - ALPA
One Panel submitted - Dispute withdrawn by parties		11-28-94	Atlantic Southeast Airlines - ALPA
Three Panels submitted - Dispute settled by parties		11-28-94	Atlantic Southeast Airlines - ALPA
Herbert Fishgold*	Washington, DC	01-11-95	Atlantic Southeast Airlines - ALPA
Gerald E. Wallin*	St. Paul, MN	04-10-95	Bemidji Aviation Service - IAM&AW
One Panel submitted - Dispute settled by parties		10-18-94	CCAair, Inc. - ALPA
Herbert Fishgold*	Washington, DC	04-10-94	CCAair, Inc. - AFA
Carol Wittenberg*	New York, NY	04-10-95	CCAair, Inc. - AFA
One Panel submitted - No arbitrator selected		05-04-95	CCAair, Inc. - AFA
One Panel submitted - Dispute dismissed by parties		10-18-94	Continental Airlines - Employee Exec. Comit.
Gilbert Vernon*	Eau Claire, WI	05-04-95	Great Lakes Aviation - IAM&AW
Two Panels submitted - No arbitrator selected.		10-18-94	Piedmont Airlines - AFA
One Panel submitted - No arbitrator selected		07-19-95	Piedmont Airlines - AFA

**5. Referees Selected--System Boards of Adjustment (Airlines)
October 1, 1994 to September 30, 1995 (Continued)**

Name	Residence	Date of Panel	Parties
Five Panels submitted -			
No arbitrator selected		08-01-95	Piedmont Airlines - AFA
William L. Lane*	Burnsville, NC	09-29-95	Piedmont Airlines - AFA
One Panel submitted -			
Dispute settled by parties		09-29-95	Piedmont Airlines - AFA
One Panel submitted -			
No arbitrator selected		09-29-95	Piedmont Airlines - AFA
Two Panels submitted -			
No arbitrator selected		03-02-95	TAP-Air Portugal - IBT Local 732
One Panel submitted -			
Dispute settle by parties		02-21-95	TWA v. Sam Stimmel et al
One Panel submitted -			
No arbitrator selected		06-23-95	TWA - ALPA
One Panel submitted -			
No arbitrator selected		06-06-95	Trans World Express - IBT Local 732
Richard Bloch*	Washington, DC	01-11-95	UPS - IBT Local 2727
Two panels submitted -			
Dispute settled by parties		10-17-94	USAir - IAM&AW
Margery Gootnick*	Rochester, NY	01-09-95	USAir - IAM&AW
Michael J. Jedel*	Atlanta, GA	01-09-95	USAir - IAM&AW
Stanley Sergeant*	Sarasota, FL	01-09-95	USAir - IAM&AW
One Panel submitted -			
Dispute settled by parties		01-09-95	USAir - IAM&AW
Edwin Render*	Louisville, KY	01-09-95	USAir - IAM&AW
Richard Ross*	Chesterfield, MO	01-09-95	USAir - IAM&AW
Two panels submitted -			
Withdrawn by parties		01-09-95	USAir - IAM&AW
Two panels submitted -			
Withdrawn by parties		01-09-95	USAir - IAM&AW
One panel submitted -			
Withdrawn by parties		01-09-95	USAir - IAM&AW
Stanley H. Sergeant*	Sarasota, FL	01-09-95	USAir - IAM&AW
Richard Ross*	Chesterfield, MO	01-09-95	USAir - IAM&AW
Margery Gootnick*	Rochester, NY	01-09-95	USAir - IAM&AW
One Panel submitted -			
Dispute withdrawn by parties		01-09-95	USAir - IAM&AW
Dana E. Eischen*	Ithaca, NY	01-23-95	USAir - IAM&AW

5. Referees Selected--System Boards of Adjustment (Airlines)
October 1, 1994 to September 30, 1995 (Continued)

Name	Residence	Date of Panel	Parties
Dana E. Eischen*	Ithaca, NY	01-23-95	USAir - IAM&AW
Milton Rubin*	Groton-on-Hudson, NY	03-09-95	USAir - IAM&AW
William Heekin*	Cincinnati, OH	03-09-95	USAir - IAM&AW
William Heekin*	Cincinnati, OH	03-09-95	USAir - IAM&AW
Nicholas Zumas*	Washington, DC	03-09-95	USAir - IAM&AW
Nicholas Zumas*	Washington, DC	03-09-95	USAir - IAM&AW
William Heekin*	Cincinnati, OH	05-04-95	USAIR - IAM&AW
Dana E. Eischen*	Ithaca, NY	05-04-95	USAIR - IAM&AW
Robert E. Peterson*	Briarcliff Manor, NY	02-27-95	USAir Shuttle - AFA
I. M. Lieberman*	Stamford, CT	02-27-95	USAir Shuttle - AFA
Helen M. Witt*	Pittsburgh, PA	02-27-95	USAir Shuttle - AFA
Rodney E. Dennis*	Palm Beach Gdns. FL.	02-27-95	USAir Shuttle - AFA
Rose F. Jacobs*	New York, NY	02-27-95	USAir Shuttle - AFA
I. M. Lieberman*	Stamford, CT	06-06-95	USAir Shuttle - AFA
One Panel submitted - Dispute settled by parties		09-15-95	WestAir Airlines - ALPA

* Selected from a panel submitted by the National Mediation Board.

5a. Arbitrators Selected -- Labor Protective Provisions, October 1, 1994
to September 30, 1995

Name	Residence	Date of Panel	Parties
W. E. Fredenberger Jr*	Stafford, VA	12-07-94	CSX Trans. Inc. - TCIU
Preston Moore*	Oklahoma Cty, OK	12-29-94	Union pacific RR - BMWE
Robert Richter*	Chicago, IL	01-31-95	CSX Trans., Inc. - IAM&AW
Eckehard Muessig*	Arlington, VA	05-08-95	Norfolk Southern Rwy/ Norfolk Western Rwy - BRC/TCIU
One Panel submitted		05-16-95	Southern Pacific Lines - ATDD/BLE
Jacob Seidenberg*	Falls Church, VA	08-15-95	CSX Trans. Inc. - TCIU
J. Mikrut*	Columbia, MO	09-05-95	Chesapeake & Ohio Rwy (CSX) - TCIU

* Selected from a panel submitted by the National Mediation Board.

5b. Neutrals Appointed Pursuant to Interstate Commerce Commission's Orders,
October 1, 1994 to September 30, 1995

Name	Residence	Date of Appt.	Parties
I. M. Lieberman	Stamford, CT	10-28-94	CSX Trans. Inc. - BLE
I. M. Lieberman	Stamford, CT	10-28-94	Norfolk Southern - BLE
R. O. Harris	Washington, DC	01-13-95	Canadian Nat'l. Rwy Co.- Grand Trunk - UTU

**5c. Referees Selected--System Boards of Adjustment (Railroads),
October 1, 1994 to September 30, 1995**

Name	Residence	Date of Panel	Parties
One Panel submitted		05-12-95	Burlington Norther RR - TCIU
One Panel submitted		11-21-94	Metro-North Commuter RR - IBT
John Kagel (K. Kelly)	San Francisco, CA	11-30-94	Burlington Northern RR (Champie & Smith)
One Panel submitted		11-30-94	Consolidated Rail Corp. - TCIU
One Panel submitted		12-06-04	Soo Line RR Co. - BMW
One Panel submitted		02-02-95	Long Island Rail Road - UTU/SMWIA
One Panel submitted		04-19-95	Consolidated Rail Corp - BMW
Two Panels submitted		05-08-95	Consolidated Rail Corp - TWU/BRC
One Panel submitted		05-10-95	Norfolk Southern Rwy - ATDD/BLE
One Panel submitted		05-16-95	Southeast Penn Trans Auth. - BRAC
One Panel submitted		06-16-95	Norfolk Southern Rwy - ATDD/BLE
One Panel submitted		06-23-95	Pacific & Arctic Rwy & Navigation Co. - IBT Local 959
One Panel submitted		06-27-95	Metro-North Commuter RR - TWUA

* Selected from a panel submitted by the National Mediation Board.

END

06/26/98